

**SELECTION OF ONE PROFESSOR (LEVEL 1, PROFESSORE ORDINARIO), FOR THE ACADEMIC RECRUITING FIELD 13/B2 MANAGEMENT - ACADEMIC DISCIPLINE SECS-P/08 MANAGEMENT (SETTORE CONCORSUALE 13/B2 ECONOMIA E GESTIONE DELLE IMPRESE – SETTORE SCIENTIFICO DISCIPLINARE SECS-P/08 ECONOMIA E GESTIONE DELLE IMPRESE) AT THE INSTITUTE OF MANAGEMENT - ACADEMIC CLASS OF SOCIAL SCIENCES, RESERVED, PURSUANT TO ART. 24, SUBSECTION 6, OF ITALIAN LAW 240/2010, FOR ASSOCIATE PROFESSORS AND RESEARCHERS ALREADY EMPLOYED AT THE SCHOOL, ISSUED BY RECTOR DECREE NO. 130 DATED 12/03/2019.**

### **MINUTES OF THE PRELIMINARY MEETING**

The Review Committee for the selection of one Professor (level 1) for the Academic Recruitment Field 13/B2 Management – Academic Discipline SECS-P/08 Management at the Institute of Management, Academic Class of Social Sciences, of the Scuola Superiore di Studi Universitari e di Perfezionamento Sant'Anna, reserved for associate professors and researchers employed at School to be selected pursuant to art. 24, subsection 6 of the Italian law 240/2010, nominated by the Rector by decree No. 310 dated 28/05/2019, is composed of:

- Prof. Marco Frey, Full Professor of 13/B2 “Management” at the Scuola Superiore Sant’Anna, designated expert by the Institute of Management;
- Prof. Cecilia Laschi, Full Professor of 09/G2 “Bioengineering” at the Scuola Superiore Sant’Anna, Member of the Recruitment Committee;
- Prof. Lorenzo Zanni, Full Professor of 13/B2 “Management” at the University of Siena;
- Prof. Daniela Baglieri, Full Professor of 13/B2 “Management” at the University of Messina;
- Prof. Gianvito Lanzolla, Full Professor at the Cass Business School;
- Prof. Frank Piller, Full Professor at the University of Aachen;

The Committee convened for the first time on **June 24<sup>th</sup>, 2019 at 12:00 CEST** from the following locations:

Prof. Marco Frey, located in Pisa, connected via email – [marco.frey@santannapisa.it](mailto:marco.frey@santannapisa.it)

Prof. Cecilia Laschi, located in Pontedera (Pisa), connected via email – [cecilia.laschi@santannapisa.it](mailto:cecilia.laschi@santannapisa.it)

Prof. Lorenzo Zanni, located in Siena, connected via email – [lorenzo.zanni@unisi.it](mailto:lorenzo.zanni@unisi.it)

Prof. Daniela Baglieri, located in Messina, connected via email - [daniela.baglieri@unime.it](mailto:daniela.baglieri@unime.it)

Prof. Gianvito Lanzolla, located in London-UK, connected via email - [gianvito.lanzolla.1@city.ac.uk](mailto:gianvito.lanzolla.1@city.ac.uk)

Prof. Frank Piller, located in Aachen-Germany, connected via email - [piller@time.rwth-aachen.de](mailto:piller@time.rwth-aachen.de)

The draft of the minutes that follows was agreed on and approved by members of the Committee.

Prof. Marco Frey was nominated as Chairperson and Prof. Daniela Baglieri as Secretary.

Pursuant to art. 5 paragraph 2 of Legislative Decree no. 1172/1948, each member declared that they had no kinship or affinity up to the fourth grade with any of the other members and that there were no reasons for abstention in relation to art. 51 of c.p.c.

The Committee then reviewed the call (published on the School website <https://www.santannapisa.it/it/selezioni-e-concorsi/selezioni-la-copertura-di-tre-posizioni-di-professore-di-prima-fascia-riservate>), as well as Regulations of the School related to the calls for level 1 and level 2 Professors (Arts. 18 and 24 of Law 240/2010), and carried a motion that the Committee's work should terminate by **28 September 2019** (*four months from the date of the nomination decree*).

The Committee ascertained that only one application has been received, as communicated by the Personnel Office.

The Committee agreed that the aim of the present meeting was to assess the criteria with which the publications, the curricula and academic activities of the candidate will be evaluated.

In accordance with Italian Ministerial Decree 344/2011, the following shall be assessed: educational activities, supplementary teaching and service to students, as well as the research activities carried out by the candidate.

The candidate must have carried out high-profile research activities according to international standards in the field of innovation management, developed significant international and national collaborations with public and private bodies, published in international journals and possess proven teaching experience in University, post-university and executive courses.

The Committee will assess the candidate according to the parameters established by Ministerial Decree 344/2011, in relation to the compliance of the scientific profile with the "general criteria of qualification" for teaching and research required for accessing to didactic positions at the School, established by the Commission for Recruitment:

1. For the assessment of **teaching, supplementary teaching and service to students**, the Commission will take account of:

- a) number of courses/modules taught and continuity of teaching activities;
- b) Results of official feedback from students on the modules/courses taught;
- c) Coordination of teaching and/or training activities, and participation in committees on student progress/direction;
- d) The quantity and quality of seminars, regarding both tutorials and mentoring of students, including activities related to the preparation of theses for Master's degree and PhD.

2. **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 overall consistency of the scientific production of the researcher shall be assessed, 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 evaluation of scientific publications will be carried out on the basis of the following additional criteria:

- a) originality, innovation, methodological rigor and relevance of each publication;
- b) coherence of each publication with the specific profile of a university professor of the second level 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;
- e) the Commission also takes in consideration the following indicators, with reference to the start date of the assessment:
  - 1) the total number of citations;
  - 2) the average number of citations per publication;
  - 3) combinations of the above parameters to increase the impact of the candidate's scientific production (Hirsch index or similar).

3. In the assessment of the **scientific research**, the Commission will take account of:

- a) organisation, leadership and coordination in national and international research groups or participation therein.
- b) participation as a speaker in national and international conferences;
- c) national and international awards for research activities;
- d) any ownership of patents.

The Commission will pay particular attention to the scientific output produced by the candidates after the date of expiry of the call under which they obtained the eligibility (Abilitazione) in order to check the continuity of their scientific production.

The Candidate will be evaluated according to the following academic and scientific qualification criteria, elaborated by the Commission for Recruitment:

With regard to **research activity**: candidates must rank among the best in their discipline in terms of quantity and quality of scientific publications. Candidates attached to the application a document containing a self-assessment of their scientific production, placing it in the international context, explaining its strengths also through comparisons with the production of other colleagues from the same disciplinary sector of best known Universities and highlighting the relationships built and the accreditation achieved with respect to international research networks.

With regard to **teaching activity**, having accumulated national and international teaching experience and having taught post-graduate courses, in particular in doctoral and PhD programs, will be considered a merit. The candidate's proven thesis supervision skills, in particular of doctoral and PhD thesis, is also a merit.

With regard to **research projects**, it will be considered a merit title to have participated in research projects funded through competitive tenders on European projects such as ERC grants, Framework projects (eg:

Networks of Excellence, FET, Integrated Projects, STReP, etc.) Marie Curie actions, etc., or other international and national competitive projects.

Where relevant, the candidate's demonstrated ability to attract research funds from public and private entities will be considered a merit. This capacity will be assessed in relation to the different funding needs of the research activity in the different disciplinary sectors of the School.

With regard to **publishing activities**, the roles of editor and associate editor of scientific journals, editor of series and other publishing activities, or management roles in scientific associations covered by the candidates will be evaluated, where present.

Prof. Marco Frey opens the envelope containing the list of the candidates and communicates to the Committee that only one candidate, **Professor Alberto Di Minin**, participates to the selection.

Each member of the Committee declares that he/she is not:

- a relative, or similar, to the fourth degree with the candidates (as per Art. 5 paragraph 2 of Legislative Decree no. 1172/1948);
- in a situation of incompatibility with the candidates (as per articles 51 and 52 of the Code of Civil Procedure);
- in any situation, actual or potential, of conflict of interests with the candidates (as per art. 6 bis of the Legislative Decree No 241/1990).

The Committee decides to reconvene on **July 25<sup>th</sup>, 2019 at 13:30 CEST** in order to assess the scientific publications, curriculum and of teaching experience of the candidates and decide to submit to the Rector the request expressed by Prof. Daniela Baglieri, Prof. Lorenzo Zanni, Prof. Gianvito Lanzolla and Prof. Frank Piller to participate to the meeting via teleconference due to institutional and teaching obligations at their own universities that do not allow them to travel to Pisa.

At the end of the meeting, the Chairperson will sign the minutes and will send them to the Personnel Office who will then make public the criteria and procedures for the assessment of publications and qualifications.

The Committee members agreed to send an email to the Chairperson indicating their approval of these minutes.

The meeting was adjourned at 14.30 CEST.

Read, approved and signed,

THE COMMITTEE

Prof. Marco Frey



Prof. Cecilia Laschi

Prof. Lorenzo Zanni

Prof. Daniela Baglieri

Prof. Gianvito Lanzolla

Prof. Frank Piller