

**SELECTION OF ONE PROFESSOR (LEVEL 1 – PROFESSORE ORDINARIO), FOR THE ACADEMIC RECRUITMENT FIELD 13/B2 “MANAGEMENT”, 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 EMPLOYED AT THE SCHOOL, ISSUED BY RECTOR DECREE NO. 373 DATED 07/07/2016.**

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

The Review Committee for the selection of one professor (level 1) for the Academic Recruitment Field 13/B2 “Management” at the Institute of Management Academic Class of Social Sciences of the Scuola Superiore di Studi Universitari e di Perfezionamento Sant’Anna di Pisa (The School), reserved for associate professors and researchers employed at the School to be selected pursuant to art. 24, subsection 6 of the Italian law 240/2010, nominated by decree No. 142 dated 10/03/2017 by the Rector, consists of:

- Prof. Anna Loretoni, member of the Recruitment Committee of the School;
- Prof. Andrea Mario Cuore Piccaluga, designated expert by the Institute of Management;
- Prof. Juan Alberto Aragon-Correa, Professor at the University of Surrey;
- Prof. Elisa Giuliani, Full Professor at the University of Pisa;
- Prof. Giovanni Peri, Full Professor at the University of California;
- Prof. Francesco Perrini, Full Professor at the Bocconi University.

The committee convened for the first time, via teleconference, on may 19, 2017, at 3 p.m. from the following locations:

Prof. Aragon Correa located in Madrid, connected via mail, [j.aragon@surrey.ac.uk](mailto:j.aragon@surrey.ac.uk).

Prof. Giuliani located in Pisa, connected via mail, [elisagiuliani@gmail.com](mailto:elisagiuliani@gmail.com)

Prof. Loretoni located in Pisa, connected via mail, [anna.loretoni@sssup.it](mailto:anna.loretoni@sssup.it)

Prof. Peri located in Davis, California, connected via mail, [gperi@ucdavis.edu](mailto:gperi@ucdavis.edu)

Prof. Perrini located in Milan, connected via mail, [francesco.perrini@unibocconi.it](mailto:francesco.perrini@unibocconi.it)

Prof. Piccaluga located in Pisa, connected via mail, [picca@sssup.it](mailto:picca@sssup.it)

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

Prof. Andrea Mario Cuore Piccaluga was nominated as Chairperson and Prof. Elisa Giuliani 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 <http://www.santannapisa.it/it/selezioni-e-concorsi/selezioni-ex-art-24-c-6-l-2402010-un-posto-di-professore-universitario-di>) as well as Regulations of the School that regard 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 10/07/2017 (four months from the date of the nomination decree). The Committee ascertained that Personnel Office communicated that only one application have been received.

The Committee agreed that the aim of the present meeting was to assess the criteria with which the publications the curricula and teaching activities of the candidates will be evaluated. The criteria will be published on the School's website.

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 Commission 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 access to didactic positions at the school, and set out in Annex 1 to the call<sup>1</sup>, established by the Commission for recruitment, according to the following:

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 feedbacks 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 relating to the preparation of theses for Master's degree and PhD.

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<sup>1</sup> *Teaching and Research qualification criteria, specifically requested by the Sant'Anna School (decided by Recruitment Committee and approved by the Academic Senate on 15 April 2014 and modified on 20 January 2015) :*

**Research Activity skills:** *the candidates must hold an outstanding ranking in their discipline in terms of quantity and quality of scientific publications; bibliometric criteria may be used if relevant for the scientific area.*

**Candidates must submit a document containing a self-assessment of their scientific productions** *in the international context. In this document they must explain their strength by comparison with the best-known colleagues' production and highlighting their relationships and their scientific reputation in the international research networks.*

**Teaching Activity skills:** *Teaching activity in post-graduate courses, particularly in PhD programs, is requested.*

**Participation in research projects:** *candidates are required to have been involved in research projects funded through competitive calls e.g. European ERC grants, "Framework Programs" (eg, Networks of Excellence, FET, Integrated Projects, STReP, etc) Marie Curie actions, as well as national funding agencies. Ability in fundraising is welcome.*

**Publishing activity:** *the roles of editor and associate editor of scientific journals, editor of book series and other publishing activities or leadership roles in scientific associations held by the candidates will be considered for the purpose of the selections.*

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) in sectors where international use is consolidated, the Commission can also make use of 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 also pay attention to the scientific output produced by the candidates after the date of expiry of the call under which they obtained eligibility ("Abilitazione") in order to check the continuity of their scientific production.

The Committee accepts the criteria which have been above described and confirms that it will also evaluate the number of publications, the number of citations and other indicators which are commonly used at international level.

The Committee ascertains that only Prof. Fabio Iraldo participates to the selection and each member of the committee declares that they are not:

- a relative, or similar, to the fourth degree with the candidate (as per Art. 5 paragraph 2 of Legislative Decree no. 1172/1948);
- in a situation of incompatibility with the candidate (as per articles 51 and 52 of the Code of Civil Procedure).

The Committee decides to reconvene on June 14, 2017 at 4.30 pm in order to assess the scientific publications, curriculum and of teaching experience of the candidates.

The Committee decides that some of the members will meet physically in Pisa, at Scuola Superiore Sant'Anna, a some of them might chose to connect with the others with Skype or with a similar system, unless Scuola's authorities express a negative opinion about this.

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.

Those Committee members connected via video conference agreed to send an email to the Chairperson indicating their approval of these minutes.

The meeting was adjourned at 3.25 p.m.

Read, approved and signed,

#### THE COMMITTEE

Prof. Aragon Correa \_\_\_\_\_.

Prof. Elisa Giuliani \_\_\_\_\_.

Prof. Anna Loretoni \_\_\_\_\_.

Prof. Giovanni Peri \_\_\_\_\_.

Prof. Francesco Perrini \_\_\_\_\_.

Prof. Andrea Mario Cuore Piccaluga 