

**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.**

### **FINAL REPORT**

The year 2017, the 14th day of the month of June at 4.30 p.m. in a room of the Scuola Sant’Anna the Committee met to review the selection process for the recruitment of one full professor for the Academic Recruitment Field 13/B2 “Management” at the Institute of Management, Academic Class of Social Sciences reserved for associate professors and researchers employed at the School pursuant to art. 24, subsection 6 of Italian law 240/2010.

The committee had been nominated by the Rector with Decree No. 142 dated 10/03/2017 2012 and consists of:

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

The committee completed its work on the following days:

- Preliminary meeting: on May, 19<sup>th</sup>, 2017, from 3 p.m. to 3.35 p.m. via teleconference.
- Second meeting: on June, 14<sup>th</sup>, 2017, from 4.30 p.m. to 5.45 p.m. at Scuola Superiore Sant’Anna. Prof. Giovanni Peri, Prof. Juan Alberto Aragon-Correa and Prof. Francesco Perrini participated to this second meeting via skype as authorized to do by the Rector in accordance with the Regulations of the Scuola that regard calls for professors.

The Committee therefore held a total of two meetings; it began its work on May, 19<sup>th</sup> and concluded it on June 14<sup>th</sup>, 2017.

In the first meeting, the Committee nominated the President and the Secretary. It was noted in the minutes that each member had declared that they had no kinship or affinity up to the fourth degree inclusive, either with each other or with the candidate, Prof. Fabio Iraldo. The Committee established the date by which their work would be concluded and the criteria for the assessment of the candidate.



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Before and during the second meeting the Committee examined the publications, the CVs and the didactic activity of the candidate, both individually and collectively, and after a comprehensive discussion, unanimously declared Fabio Iraldo to have won the position of full professor.

Read, approved and signed.

THE COMMITTEE

Prof. Andrea Mario Cuore Piccaluga, President

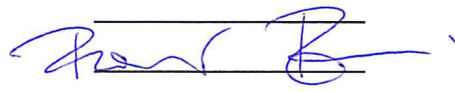
Prof. Aragon Correa

Prof. Francesco Perrini

Prof. Anna Loretoni

Prof. Giovanni Peri

Prof. Elisa Giuliani, Secretary

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## **Annex 1 – Individual assessments**

### **Andrea Piccaluga**

Fabio Iraldo has a PhD from the University of Venice (2001) and is associate professor at Scuola Superiore Sant'Anna from november 2006. Since then he has published extensively, especially in the field of sustainability management. His publications are coherent with the 13/B2 disciplinary field. He has coordinated many research projects, at national and international level. On the whole, the intensity of his reasearch activity has been growing together with his seniority.

In particular, I think Fabio has been very effective in winning grants for national and international projects and in doing scientific work in order to write publications out of those projects. He has been doing all this within a reasearch group in which he has showed relevant coordination skills.

He has worked as expert and/or consultant for many national and international organizations in the field of sustainability and environmental management.

According to Google Scholar, today Fabio Iraldo has an H-index of 21 and 2292 citations. What is also very important is that his citations have been constantly growing since 2009.

Knowing him personally and reading carefully his CV and publications, I think that Fabio's publications are likely to continue to grow in both quantity and quality in the future. I think that in the future he has a very good potential at Scuola Superiore Sant'Anna, for example in the provision of even more interdisciplinary research.

He is also founder and partner of ERGO, a spin-off company from Scuola Superiore Sant'Anna, and thanks to this experience in the future he might also help other undergraduate and graduate students to start their own companies.

I therefore express a fully positive opinion about calling him as full professor at Scuola Superiore Sant'Anna.

### **Francesco Perrini**

Fabio Iraldo has Ph.D., he is associate professor and he has the "Abilitazione" to Full Professor (13/B2) in 2012. He is very active in research at Scuola Superiore Sant' Anna and at IEF Bocconi University. He has 59 publications since 2010 and several dozens of research projects and received grants from many public and private organizations. His citations count in Google Scholar are 2209 today (June 14<sup>th</sup> 2017). The candidate's publications have originality and innovative ideas and are in line with the research topics covered in the 13/B2 disciplinary field. The papers are well argued and the candidate shows a good masters ability to diversify the themes. In the teaching the candidate shows variety and completeness. The teaching and research activities present continuity and participation in seminars and conferences. Therefore, having evaluated the titles and the publications submitted, the teaching and research activities of the candidate, I have verified his significant educational and scientific knowledge which combines an effective ability to mix literature and practical exemplifications on the topics dealt within. So I express a fully positive opinion of his skills for the purposes of this competition, he is adequate for the position.

### **Elisa Giuliani**

The candidate holds a PhD in Public Policies for Resource Development and the Environment (University of Venice, IUAV, 2001). Scientifically, he shows to be a very productive scholar. He has numerous co-authored articles, books and book chapters in the research area of environmental management, sustainability and related fields. Some such articles are published in top field journals and the impact on scholarship (based on GoogleScholar) is appreciable. The candidate demonstrates an exceptional capacity to attract high level third mission or contract research grants, which undoubtedly constitutes his key strength. He shows a special taste for research that has an impact on managers and policy makers, and he appears to have a long-standing experience in coordinating research teams. In his CV he declares to have been invited speaker to more than 250 conferences and public workshops. He demonstrates continuity in his research agenda and in publishing also after the "Abilitazione" to Full Professor (13/B2) in 2012.

The candidate has teaching experience at undergraduate, master and PHD levels.

### **Juan Alberto Aragon-Correa**

Professor Iraldo has a Ph.D. from University of Venice (2001) and he has been Associate Professor at Scuola Superiore Sant' Anna since 2006. His scientific production is in the area of



Business and the Environment with a particular focus on the relation between Business management and environmental protection. Fabio Iraldo has 59 publications since 2010 and several dozens of research projects and received grants from many public and private organizations. According to Google Scholar, today Fabio Iraldo has an H-index of 21 and 2292 citations. What is also very important is that his citations have been constantly growing since 2009. Fabio uses a combination of qualitative and quantitative analysis and clearly shows a very broad set of skills and competence in different methodologies. His focus on small firms is of particular relevance for the European and Italian case and this is also confirmed by the many grants received by local governments and region and province specific entities. I firmly believe that his qualifications exceed the expectations for becoming full professor in research universities in Europe and, therefore, I express a fully positive opinion about appointing him as full professor at Scuola Superiore Sant'Anna.

### **Giovanni Peri**

Professor Iraldo has a Ph.D. from University of Venice (2001) and he has been Associate Professor at Scuola Superiore Sant' Anna since 2006. His scientific production is in the area of Business and the Environment with a particular focus on the relation between Business management and environmental protection. During the last ten years professor Iraldo has maintained a very active research agenda producing several refereed publications every years, being involved in multiple research projects, most of which are international in scope and multi-disciplinary. He has led several research networks and research projects. His specialization is in Business Strategy, Marketing, Public Policy and organization behavior, all in relation to the environment.

Fabio Iraldo has 59 publications since 2010 and several dozens of research projects and received grants from many public and private organizations. His citations count in Google Scholar (2209 as of June 14<sup>th</sup> 2017) puts him at the level of the best associates and full professors in his discipline in Italy. Some of his articles reach more than 200 citations, which is a remarkable number. His two publications with Testa on the *Journal of Cleaner Production* and his publication on "*Greener management Internationals*" seem to be his strongest hits, and two of them were published since 2009, hence after his "Abilitazione". They have become important references in the literature. His scientific production seem to have accelerated significantly since 2010, and hence his productivity since his "Abilitazione" (in 2006) has been stronger than before.

In his research, Fabio Iraldo uses a combination of qualitative and quantitative analysis and clearly shows a very broad set of skills and competence in different methodologies. He also has the ability of bringing together scholars in the fields of economics, business, engineering and sciences in order to tackle extremely important issues of how firms can incorporate environmental quality in their decisions and in their strategies. His focus on small firms is of particular relevance for the Italian case and this is confirmed by the many grants received by local governments and region and province specific entities.

I consider the overall scientific production by professor Iraldo of very high quality and relevance and on very important topics. The quantity and quality is excellent and comparable to those of highly renowned academic in his field in Italy and in Europe. The multi-disciplinary nature of his approach, his ability of convening a large team of experts from different countries and disciplines to study the business implication of environmental regulation make him a very valuable academic. His ability in attracting large research grants and in leading research groups is remarkable.

I firmly believe that his qualifications exceed the expectations for becoming full professor in a very highly ranked University in Italy and, therefore, I express a fully positive opinion about appointing him as full professor at Scuola Superiore Sant'Anna.



## **Annex 2 – Collegiate assessment**

All the members of the committee agree that the candidate is fully appropriate for the position of full professor (management 13/B2) at Scuola Superiore Sant'Anna and therefore endorse him. They agree with each others' individual assessments, which will therefore not be replicated in this collegiate one. However, a few points will be mentioned hereafter as the result of the collegiate discussion.

First of all, one of the candidate's key strength is his capacity to obtain research grants and writing international publications. In fact, he has published extensively during his career, with a remarkable increase in the last years, when he has also demonstrated the capacity to publish in top field journals.

Second, his work has a clear and important impact at academic, managerial and policy making levels. This demonstrates the candidate's versatility and capacity to connect academia and society/practice.

Third, the committee emphasizes the fact that the candidate's productivity has increased after he became associate professor. More specifically, according to the most widely used bibliometric indices (citations and H-index) his research has had a strong impact on scholarship at national and international levels.

Last, his capacity of coordinating research teams emerges as one of his most important skills and is most likely to be of increasing value for his Institute and for Scuola Sant'Anna as a whole in the future.



