

SELECTION OF ONE ASSOCIATE PROFESSORS FOR THE ACADEMIC RECRUITMENT FIELD 13/B1 “BUSINESS ADMINISTRATION AND ACCOUNTING STUDIES” AT THE INSTITUTE OF MANAGEMENT - ACADEMIC CLASS OF SOCIAL SCIENCES, PURSUANT TO ART. 24, SUBSECTION 5, OF ITALIAN LAW 240/2010, ISSUED BY RECTOR DECREE NO. 284 DATED 20/05/2021.

The Committee for the evaluation of Dr. Nicole Bellé, tenure-track – probationary, assistant professor, in the third year of his temporary contract pursuant to Italian Law no. 240/2010, art. 24 paragraph 3 letter B, in order to promote him to Associate Professor in the Academic Recruitment Field 13/B1 “Business Administration and Accounting Studies” at the Institute of Management, nominated by the Rector by decree No. 369 dated 22/06/2021, consists of:

- Prof. Lotte Bøgh Andersen, Professor at the Aarhus University
- Prof. Piero Castoldi, Professor of the Academic Recruitment Field 09/F2 - Telecommunications at the Scuola Superiore Sant’Anna (School), member of the Recruitment Committee;
- Prof. Russell Mannion, Professor at the University of Birmingham;
- Prof. Andrea Mario Cuore Piccaluga, Professor of the Academic Recruitment 13/B2 “Management” at the Scuola Superiore Sant’Anna (School), designated expert by the Institute of Management
- Prof. Jeannette Taylor, Associate Professor at the University of Western Australia;
- Prof. Emidia Vagnoni, Professor of the Academic Recruitment Field 13/B1 “Business Administration and Accounting Studies” at the University of Ferrara;

The Committee convened via teleconference on July, 22, 2021, at 9.00 a.m. (Italian time), from the following locations:

Prof. Bøgh located in Bornholm, connected via webex.

Prof. Castoldi located in Pisa, connected via webex.

Prof. Mannion located in York, connected via webex.

Prof. Piccaluga located in Pisa, connected via webex.

Prof. Taylor located in Perth, connected via webex.

Prof. Vagnoni located in Ferrara, connected via webex.

The draft of the minutes that follows, was agreed on and approved by the members of the Committee. Pursuant to art. 5 paragraph 2 of Legislative Decree no. 1172/1948, each member declared that they have no kinship or affinity up to the fourth grade with any of the other members and the candidate, that there are no reasons for abstention in relation to art. 51 of c.p.c. and that he/she is not in any situation, actual or potential, of conflict of interests with the candidate (as per art. 6 bis of the Legislative Decree No 241/1990).

Prof. Russell Mannion was nominated as President and Prof. Piccaluga as Secretary.

The Committee then reviewed the Call and especially its article 4 and agreed that the candidate shall be assessed 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 professoral positions at the School" established by the School's Commission for Recruitment and set out in article 1 of the Call.

The members of the Committee stated that the Personnel Office of the School has provided them with an electronic copy of the documentation submitted by the candidate containing: application, curriculum, publications with a declaration in lieu of an affidavit certifying compliance with the original, and a list of all the documents accompanying the application and that they have examined it and made their individual assessments, which are reported in Annex 1 of these minutes.

The Committee then collectively examined the publications, curriculum and teaching activities of the candidate, confronted their individual assessments and reviewed the collegiate assessment annex sub 2 attached to the minutes of which it is an integral part.

Then after a full discussion, on the basis of a majority vote (where necessary the President casts the deciding vote), the Committee declared that Dr. Nicola Bellé **is qualified to be appointed as associate professor.**

Prof. Castoldi (Member of the Recruitment Committee) testified that the evaluation of the candidate, the presentation of the individual assessments, the ensuing discussion and, in general, the whole procedure occurred in full compliance with the rules established by Scuola Sant'Anna and its recruitment committee.

Given the conclusion of the selection procedure for one position of associate professor, at the Institute of Management in the Academic Class of Social Sciences, for the Academic Recruitment 13/B1 "Business Administration and Accounting Studies", pursuant to art. 24, subsection 5 of Italian law 240/2010, the President declared the work closed.

These minutes, drawn up and signed by the President and the attached declarations of the Committee's members will be sent the Personnel Office in order for these proceedings to be verified, with a decree by the Rector.

The session closed at 9.45 a.m.

Read, approved and signed, the President



Prof. Russell Mannion

ANNEX 1 - Individual assessments

Assessment by Prof. Bøgh

Dr Nicola Bellè has contributed significantly to the field of public administration (especially the study of public leadership and motivation), and his research has had a significant impact on our understanding of these phenomena. His articles are published in the top journals within the field, and his work is frequently cited. He has taught many relevant courses and shouldered several important tasks for the university and for the field, for example co-editor of *Public Administration Review*. He is highly respected, and I can wholeheartedly recommend that he is promoted to Associate Professor.

Assessment by Prof. Mannion

Dr *Nicola Bellè* is an accomplished academic of international standing who has had a major impact on advancing the study of public administration and health management using a range of innovative behavioural science research theories and methods. He has published a good number of articles in world leading journals and has garnered several institutional prizes for the quality of his research. He has developed and taught a wide portfolio of Masters level courses as well as supervising a number of doctoral students at Scuola Superiore Sant'Anna. He has taken on strategic management responsibilities. I have no reservations in recommending that he is promoted to Associate Professor.

Assessment by Prof. Piccaluga

Dr. Nicola Bellè has obtained very interesting publications in high-ranked journals. As a matter of fact, he has built a high reputation at international level in the scientific field he has been exploring. He is also active as associate editors in an important journal. He has been teaching intensively at Scuola Superiore Sant'Anna, where he also holds responsibilities at the Institute of Management. On the whole, he certainly deserves to become associate professor.

Assessment by Prof. Taylor

Dr. *Nicola Bellè* has made a significant contribution to the study and practice of public administration. His publications, which address pressing issues in the field of public administration, have strong theoretical foundations, and demonstrate skilful use of sophisticated quantitative and/or qualitative research methodologies. His publications appear in top SSCI international journals, and are highly cited. Nicola has taught in a wide range of courses at both the undergraduate and postgraduate levels. He has also been an active participant and contributor to University life, and the wider public administration community. So it is no surprise that he is well-respected and liked in the international public administration community, from the US to Europe and Asia-Pacific. Like others in the promotion panel, I strongly recommend his promotion to the Associate Professor level.

Assessment by Prof. Vagnoni

Dr. Nicola Bellè has demonstrated an excellent ability to achieve high quality results. He has greatly contributed to the research goals of the institution (Scuola Sant'Anna) and to the teaching activities. His research results have been published in high ranked journals demonstrating the ability to significantly contribute to the research field and advance theoretical knowledge. He has participated in a number of research groups both nationally and internationally and he has demonstrated the ability to effectively lead research groups. Given the well recognized international standing of Dr. Bellè, I strongly support his promotion to associate professor.

ANNEX 2 - Collegiate assessment

Dr *Nicola Bellè* is an accomplished academic of international standing who has contributed significantly to the field of public administration (especially the study of public leadership and motivation), and his research has had a significant impact. He has published a good number of articles in world leading journals and has garnered several institutional prizes for the quality of his research. He has participated in a number of research groups both nationally and internationally and he has demonstrated the ability to effectively lead research groups. He has been teaching intensively at Scuola Superiore Sant'Anna, where he also holds responsibilities at the Institute of Management. He shoulders several important tasks for the university and for the field, for example co-editor of *Public Administration Review*. We therefore strongly support his promotion to associate professor.