



GENERAL ADMINISTRATION
PERSONNEL DIVISION
OFFICE FOR LECTURESHIP COMPETITIONS

RECTORAL DECREE No. 568 dated 11.04.2022

Selection procedure for the coverage of 1 University Professorship with tenure – Associate category – by a call in accordance with art. 18, paragraph 4, Law 240/2010 and the University Regulations issued by Rector's Decree (R.D.) 977 dated 9.12.2012, as amended. - Procedure with teaching test. – Departments of Excellence

THE RECTOR

GIVEN Law 240 dated 30.12.2010;
GIVEN the code for the protection of personal data issued by Legislative Decree 196/2003;
GIVEN Law 106/2004 and Presidential Decree 252/2006;
GIVEN Presidential Decree 487 dated 09.05.1994, as amended;
GIVEN R.D. 977 dated 09.12.2013, which issued the Regulation of the University of Bologna governing the call for full and associate professors pursuant to articles 18 and 24 of Law 240/2010, as amended;
GIVEN art. 19 of Legislative Decree no. 33/2013, as amended by art. 18 of Legislative Decree 97/2016, on the obligation to publicise calls for applications and the assessment criteria adopted by Committees;
GIVEN the code of ethics and conduct issued by R.D. 1408 dated 01.10.2014;
GIVEN Ministerial Decree 855 dated 30.10.2015 on the redetermination of competition sectors;
GIVEN the requests for the coverage of positions approved by the Departments;
GIVEN Ministerial Decree 262/17, in which MIUR published the list of 352 best departments based on the results of the Research Evaluation Exercise (VQR) 2011- 2014;
GIVEN the requests for the coverage of positions approved by the Departments;
GIVEN art. 18, para. 4, of Law 240/2010, pursuant to which "each State University, in the context of its three-year plan, must allocate resources corresponding to at least one-fifth of the available posts for full-time professors to those who, in the past three years, have not worked, or who have held research fellowships or who were enrolled on University courses at the same University";
GIVEN the resolution adopted by the Board of Governors on 28.05.2019;
GIVEN the Call issued with R.D. 929 of 29/05/2019 which announced the selection procedure for the coverage of an Associate Professor position in the Department of Business Management, competition sector 13/B4 - Economics of Financial Markets and Institutions and Corporate Finance, subject group SECS-P/11 - Economics of Financial Markets and Institutions, concluded with the R.D. approving the documents no. 1959 dated 15.10.2019;
GIVEN the cessation of employment due to the transfer of the successful candidate of the aforesaid procedure;
IN CONSIDERATION of the need to identify a new teacher in the Associate category to fill the vacant position under the "Departments of Excellence" initiative;
GIVEN the request for coverage submitted by the Department concerned with the resolution dated 04/03/2022;
GIVEN the resolution adopted by the Board of Governors on 29.03.2022;
HAVING CHECKED the availability of funds;

DECREES

ART. 1

The following selection procedure for the coverage of 1 permanent University Professorship, **Associate category**, is announced by a call in accordance with art. 18, paragraph 4, Law 240/2010:

DEPARTMENT OF BUSINESS MANAGEMENT Ref. A18C4I2022/1443 COMPETITION SECTOR: 13/B4 - ECONOMICS OF FINANCIAL MARKETS AND INSTITUTIONS AND CORPORATE FINANCE SUBJECT GROUP: SECS-P/11 - ECONOMICS OF FINANCIAL MARKETS AND INSTITUTIONS Posts: 1 place of employment: Bologna
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Specific functions	The successful candidate will teach and conduct research in the area of Business Organisation, with a particular focus on Organisational Behaviour and the management of human resources. The successful candidate will be required to lecture for a total of 120 hours, sometimes in English and primarily in the above areas.
Language	English
Maximum number of eligible publications	12
Assessment standards	
	Teaching activities Total available points: 20
Teaching activities	Consideration will be given to the volume and continuity of the activities carried out, with particular reference to: <ul style="list-style-type: none"> • the course units and teaching modules for which the candidate was responsible; • the compatibility of the teaching activities undertaken with the subject group with experience of teaching in universities of recognised international prestige
Supplementary teaching and student service activities	Consideration will be given to the supervision of first and second-cycle dissertations and PhD theses for which the candidate was the principal supervisor, as well as the conduct of seminars, case studies and the tutoring of students.
	Teaching test Total available points: 20
Language in which the test is carried out	The teaching test will be carried out in Italian, or in the following language if so desired by the candidate: English
	Research and scientific publications Total available points: 50
Research activities	The following will be assessed: <ol style="list-style-type: none"> a) organisation, management and coordination of national and international research centres, or participation therein, and other research activities such as the management of, or participation in, the editorial committees of journals; b) national and international awards and recognitions for research activities.
Research activities	Participation as a speaker at international-level congresses and conferences will also be considered.

Scientific production	<p>Consideration will be given to the overall weight of the candidate's scientific production and its intensity and continuity over time, excluding any adequately documented periods when research activities were involuntarily suspended and other periods of leave or stand-by established by current laws, excluding those allowed for study purposes.</p> <p>For publications for which the related information is available, the overall weight may be determined with reference to one or more of the following indicators:</p> <ul style="list-style-type: none"> - cumulative SJR indicator on the Scopus database, - total number of citations received, net of self-citations, on the Scopus database, - quantity of publications in the class 3 and 4 journals listed by the Chartered Association of Business Schools - quantity of publications in the class 4* journals listed by the Chartered Association of Business Schools.
Scientific publications	<p>Consideration will be given to:</p> <ol style="list-style-type: none"> a) originality, innovative nature, methodological rigour and importance of each publication; b) compatibility of each publication with the subject group; c) scientific importance of the journal in which the publication appears and its readership within the scientific Community. The scientific importance of the journal or other outlet may be determined, for international journals, by reference to the list of the Chartered Association of Business Schools and, for other types of publication, to the VQR/GEV13 evaluation criteria adopted by ANVUR; d) analytical assessment, applying criteria recognised by the relevant international Community, of the individual contribution of the candidate to collaborative works, which will be determined as follows: the assessment points assigned to each co-author will be weighted using the following coefficients: 1.1 if the sole author or 1 in the case of two or three authors. If there are four or more authors, the coefficient is determined using the formula $3/n$, where n is the number of authors.
	<p>Institutional and organisational activities for the University Total available points: 10</p>
	<p>Consideration will be given to the volume and continuity of the activities carried out, with regard in particular to management appointments and the commitment made to boards and committees at significant public and private bodies or scientific and cultural organisations, or at the University and/or other Italian and foreign Universities.</p>
Summary of points allocated to the standards	<p style="text-align: right;">Total available points: 100</p> <p>Teaching activities 20 points Research activities 50 points Activities for the University institutional and organisational 10 points Teaching test 20 points</p>

ART. 2

Subjective requirements for admission to the procedure.

The procedure is open to:

- a) candidates who have obtained national qualification in accordance with art. 16 of Law 240/2010 for the competition sector or for one of the competition sectors included in the same macro-sector and for the functions that are the subject of the procedure, or for higher functions provided they do not already hold those higher functions;
- b) candidates who are eligible pursuant to Law 210/1998 for the category addressed by the call for applications, solely for the period of duration of the same;

c) professors permanently employed by a different University in the category addressed by the call for applications;

d) academics with permanent employment abroad, performing research activities or teaching at university level in positions that are equivalent to those addressed by the call for applications, as determined by reference to the equivalence tables issued by the Ministry.

It is not possible to participate in the procedure if, during the past three years, the applicant has worked for, or held research fellowships at or been enrolled on degree programmes at the University of Bologna. The three years are calculated commencing from publication of the call for applications in the Italian Official Gazette.

It is not possible to participate in the procedure if, at the time of applying, the applicant is related, up to and including the fourth degree, directly or by marriage, to a professor within the Department that has requested activation of the post or the structure that has issued the call for applications, or to the Rector, the Director General or a member of the Board of Governors of the University.

If the procedure envisages performing care activities that are an integral part of the teaching and research activities, the candidate must demonstrate, under penalty of exclusion, that he/she meets the subjective requirements to perform said care activities. Said requirements are indicated in the relative job description. The requirements must be met by the deadline for submitting the application. In the event that the requirements for performing care activities include a degree and a postgraduate specialist diploma, and one or both of these was obtained abroad, the candidate must indicate in their curriculum vitae that they have obtained the statement of equivalence pursuant to art. 38, paragraph 3 of Legislative Decree 165/2001.

The candidate must satisfy the admission requirements envisaged in this article on the last date available for submitting applications for admission to the procedure.

Any subsequent changes with regard to satisfaction of the admission requirements must be notified promptly to the Office for Lectureship Competitions.

Candidates are admitted on a provisional basis. In a justified measure, the Rector may decide at any time to exclude applicants from the procedure for failing to satisfy the established admission requirements.

Art. 3

Submission of applications to participate

Applications to participate in the selection, together with the qualifications held and the documents and publications considered useful for the procedure, **must be submitted online, subject otherwise to exclusion**, using the dedicated IT application available at the following link:

<https://pica.cineca.it/unibo/assceccaprile2022/>

The IT application requires the candidate to have an email address for the purpose of self-registration with the system. The candidate must enter all the information required to prepare the application and must attach the related documents in PDF format.

The application form must be completed in full, as specified by the online procedure.

Applications and the documents needed to participate in the selection procedure cannot be accepted in any other manner.

The IT application allows the documents entered in draft mode to be saved up until the deadline for submitting the application.

The date of online submission of the application to participate in the selection procedure is certified by the IT system, which issues a receipt that is sent automatically to the candidate by e-mail upon submission of the application.

Once the application is completed and all the attachments have been added, the candidate must ensure that they click on "submit". Completion of the application process will be indicated by the change in the application status which will show as "submitted" rather than in "draft" mode. On completing the application procedure, the candidate will receive an automatic email confirming submission of their application.

The "draft" status does not indicate submission of the application. In order to confirm that they wish to proceed with the application, candidates must ensure that the status of their application shows it has been "submitted". Therefore, only applications showing the "submitted" status by the established submission deadlines will be considered as applications to participate in the procedure and consequently sent to the committee for consideration.

Following the submission deadline, the system will no longer allow the electronic form to be accessed or submitted.

Each application will be assigned an identification number that, together with the competition code indicated by the IT application, must be specified in all subsequent communications.

The preparation and online submission of the application must be completed **by no later than 23:59 on the thirtieth day following that of publication of the call for applications in the Italian Official Gazette – IVth special series – Competitions and examinations.**

Users can access the Unibo website (<https://bandi.unibo.it/docenti/procedure-chiamata-professori>) to consult a brief "practical guide to completing the application on the PICA platform".

For this purpose and aware of the criminal penalties for making false declarations or preparing or using false documents, as referred to in art. 76 of Presidential Decree 445 dated 28 December 2000

In their applications, candidates, aware of the criminal penalties for making false declarations or preparing or using false documents, as referred to in art. 76 of Presidential Decree 445 dated 28 December 2000 must indicate and/or provide the following:

- the Department, the competition sector and the subject group for which admission is requested;
- declaration regarding the processing of their personal data and authorisation to use said data;
- their personal identification and contact details;
- their qualifications for admission to the procedure;
- whether they meet the subjective requirements for admission to the procedure, including those related to the performance of care activities, if envisaged in the procedure;
- declarations regarding their enjoyment of civil and political rights in their home country, and regarding any criminal convictions and/or pending criminal trials or proceedings;
- declaration regarding any personal relationships, up to and including the fourth degree, directly or by marriage, with a professor within the Department that has requested activation of the post or the structure that has issued the call for application, or with the Rector, the Director General or a member of the Board of Governors of the University;
- that they agree to notify the Office for Lectureship Competitions about any subsequent changes with regard to satisfaction of the requirements for participation in the procedure;
- declaration of status regarding military obligations (solely for male Italian citizens)
- declaration regarding any removal or dismissal from employment with a Public Administration for persistent poor performance, or declaration that they have never been dismissed from public employment pursuant to art. 127, para. 1.d) of the Consolidated Law governing the Statute of Civil State Employees approved by Presidential Decree no. 3 dated 10 January 1957, or dismissed for disciplinary reasons, including those specified in art. 21 of Decree 29/93;
- declaration regarding their knowledge of Italian;
- declaration regarding any periods of involuntarily suspension from research activities, with particular reference to the performance of parental duties;
- declaration accepting the methods of communication and publication of the documents related to the procedure;

- indication of any support needed in order to take the teaching test, if applicable;
- declaration concerning the possession of any preferential qualifications, of equal value, as provided for by Presidential Decree 487/1994, as amended.

The following must be attached to the application to participate in the procedure:

- a) Photocopy of a valid ID document;
- b) The curriculum vitae (in Italian or English) indicating the candidate's teaching and scientific research experience. This curriculum, duly signed and dated, must contain a declaration in lieu of certification, pursuant to arts. 46 and 47 of Presidential Decree 445/00, confirming possession of all the qualifications indicated therein. If the call for applications envisages the performance of care activities under external agreements, the curriculum of the candidate must confirm satisfaction of the subjective requirements for the performance of said care activities. A CV template has been prepared by the University in order to facilitate assessment by the Committee and is available on the University website (<https://bandi.unibo.it/docenti/procedure-chiamata-professori>) together with this call for applications.
- c) The publications that the candidate intends to submit to the Committee for assessment;
- d) List of publications submitted for analytical assessment.

ART. 4 **Eligible Publications**

The scientific publications that the candidates intend to submit for assessment, numbered in the order listed, must be submitted online using the dedicated IT application available at the following link:

<https://pica.cineca.it/unibo/assceccaprile2022/>

The assessment will consider publications and texts accepted for publication in accordance with current regulations, as well as papers included in collected works and articles published in printed or digital journals, with the exclusion of internal notes and departmental reports.

Texts or articles accepted for publication by the deadline for the call for applications must be submitted together with the related acceptance letter from the publisher.

Publications included on the list but not submitted will be ignored by the Committee.

Works printed abroad must indicate the date and place of publication or, alternatively, their ISBN or equivalent code.

Publications must be submitted in Italian or English, except in cases where the possibility of producing the same publications in languages other than those listed above is indicated in the specific schedule referring to the procedure specified in art. 1.

Publications in languages other than those envisaged in the call for applications will only be considered if accompanied by an official translation certificate issued pursuant to the provisions in force. Information about this can be found on the website of the Ministry of Foreign Affairs:

http://www.esteri.it/mae/it/italiani_nel_mondo/serviziconsolari/traduzionelegalizzazionedocumenti.html.

Publications will be processed by the Committee solely in the context of this selection procedure.

ART. 5 **Withdrawal of candidates from the procedure**

Candidates may withdraw from the selection procedure by sending an email to the Office for Lectureship Competitions at the address apos.concorsidocenti@unibo.it, attaching a signed declaration in PDF format accompanied by a photocopy of a valid identity document.

ART. 6 **Selection committee and procedures**

The Committee is appointed pursuant to the instructions contained in arts. 8 and 8-bis of the Regulation governing calls for full and associate professors.

The work of the Committee is completed within three months of appointment by the Rector.

The Committee appoints a Chairman and a Secretary, who takes the minutes, from among its members. It conducts its work in the presence of all members and adopts resolutions by an absolute majority of the appointed members.

The Committee may use online tools to hold meetings.

The selection is made via a comparative assessment, applying predetermined criteria established by the Committee; these criteria must comply with the qualitative standards set out in Title I of the University Regulations and specified in the call for applications.

The assessment criteria are published on the University's website, on the pages dedicated to each procedure.

Candidates are only included in the final ranking if they score at least 65 points on completion of the assessment.

The Committee ranks candidates who obtain at least the minimum score indicated above. The ranking is only valid in relation to filling the position addressed by the call for applications.

Where there is a tie between two or more candidates, this Administration will request the interested candidates to produce the documentation attesting to any preferential qualifications held and declared when submitting the application.

The candidates will be given a period of time within which to submit the documentation attesting to the preferential qualifications held, which will not be less than seven days. If, upon expiry of the above period, the candidate has not submitted said documentation, the Administration will not take into account the preferential qualification indicated in the application when preparing the ranking lists.

The Rector's Decree approving the documents indicated in the following article takes into account the outcome of the verification performed on the preferential certificates.

ART. 7 **Teaching test**

The teaching test consists in the presentation of a course unit on a topic, relevant to the subject group, drawn at random by the candidate at least 24 hours beforehand.

The topic draw and the teaching test may be performed in person or online using the Teams platform (the workstation from where the candidates will participate in the interview must be equipped with a webcam - essential in order to recognise the candidate, a microphone and headphones and/or speakers). The choice of how the topic draw and teaching test will be conducted is delegated to the Selection Committee.

Access to the sessions will be ensured through a link to the online meetings. The link will be published on the University website (<https://bandi.unibo.it/docenti/procedure-chiamata-professori>) in the section related to the procedure of interest.

The method, date and time of the draw and of the teaching test, as well as the letter drawn for taking the test, will be published on the University website at the same time as publishing the qualification assessment criteria.

Publication on the University website shall be deemed for all intents and purposes as notification of the call for the topic draw and the teaching test.

Only candidates who, following the assessment of their qualifications, have at least 60 points will be admitted to take the test.

The outcome of the qualifications assessment and the relative test admission score will be communicated via email by the Office for Lectureship Competitions (apos.concorsidocenti@unibo.it).

The Alma Mater Studiorum - University of Bologna accepts no liability with regard to the email not being received or read. Candidates are responsible for keeping themselves informed by checking the call for applications website for information on the selection.

Draw: each candidate draws a block of three topics from among at least three blocks prepared by the Committee. Within the block drawn, the candidate selects the topic to be presented.

Teaching test: The teaching test will be carried out in Italian or in a foreign language selected by the candidate from among those indicated in the call for applications. The Committee allocates points to the teaching test, formulating also a summary evaluation of the test based on pre-established criteria, and only candidates who are allocated 5 or more points for the test are included in the ranking list.

ART. 8 **Completion of the procedure**

The selection procedure documents are approved by Rector's Decree within thirty days of their delivery to the office.

Within two months of approval of the documents, the Department that requested coverage of the position adopts a resolution recommending the Board of Governors to call the selected candidate or, in the case of multiple positions, the selected candidates.

The Decree approving the deeds and the Selection Committee minutes are published on the University website at the following web page <https://bandi.unibo.it/docenti/procedure-chiamata-professori>

ART. 9 **Processing of personal data**

The personal data of candidates will be processed solely in the manner envisaged by current laws and for purposes strictly connected with and conducive to managing the selection procedure.

ART. 10 **Reference to the regulations**

For all matters not governed by this call for applications, reference is made to the University Regulations governing the call for full and associate professors pursuant to arts. 18 and 24 of Law 240/2010 as amended – link to the Regulations [http://www.normateneo.unibo.it/Regolamento disciplina chiamata professori prima e seconda fascia.html](http://www.normateneo.unibo.it/Regolamento_disciplina_chiamata_professori_prima_e_seconda_fascia.html).

ART. 11 **Procedure supervisor**

The Procedure Supervisor is Barbara Cavrini, Manager of the Office for Lectureship Competitions (email: apos.concorsidocenti@unibo.it; barbara.cavrini@unibo.it).

Signed electronically
DEPUTY VICE RECTOR
(Professor Simona Tondelli)



AMMINISTRAZIONE GENERALE
APOS – AREA DEL PERSONALE
UFFICIO CONCORSI DOCENTI

DECRETO RETTORALE

Rettifica del D.R. n. 568/2022 di emanazione del bando per la copertura di n. 1 posto di Professore Universitario di ruolo – II^a fascia – da coprire mediante chiamata ai sensi dell'art. 18, comma 4, Legge 240/2010 e del Regolamento di Ateneo emanato con DR n. 977 del 9.12.2012 e ss.mm.ii.

IL RETTORE

- VISTO il D.R. n. 977 del 09.12.2013, di emanazione del Regolamento dell'Università di Bologna avente ad oggetto la disciplina della chiamata dei Professori di prima e seconda fascia in attuazione degli art. 18 e 24 della legge 240/2010 e ss.mm;
- VISTO il DR n. 568 del 11.04.2022 di emanazione del bando relativo alla procedura valutativa per la copertura di n. 1 posto di Professore Universitario di ruolo – II^a fascia – da coprire mediante chiamata ai sensi dell'art. 18, comma 4, **per le esigenze del Dipartimento di Scienze Aziendali** Rif. A18C4I2022/1443 SETTORE CONCORSUALE: 13/B4 - ECONOMIA DEGLI INTERMEDIARI FINANZIARI E FINANZA AZIENDALE; SETTORE SCIENTIFICO DISCIPLINARE: SECS-P/11 - ECONOMIA DEGLI INTERMEDIARI FINANZIARI – Sede Bologna;
- VISTO il Decreto d'urgenza adottato dal Direttore del Dipartimento di Scienze Aziendali – Prot. 90476 del 29.04.2022 – con cui è stata richiesta rettifica delle specifiche funzioni relative alla procedura in parola sostituendo nel riquadro “specifiche funzioni” la descrizione “Il vincitore si occuperà di insegnare e svolgere attività di ricerca nell'ambito dell'Organizzazione Aziendale, con particolare attenzione al Comportamento Organizzativo e alla gestione delle risorse umane. Il candidato selezionato dovrà svolgere didattica frontale per 120 ore, anche in lingua inglese, prevalentemente negli ambiti sopra indicati, con la seguente descrizione: “Il vincitore si occuperà di insegnare e svolgere attività di ricerca nell'ambito dell'Economia degli intermediari finanziari. Il candidato selezionato dovrà svolgere didattica frontale per 120 ore, anche in lingua inglese, prevalentemente negli ambiti sopra indicati”;
- VISTA la necessità di rettificare il bando emanato con D.R. n. 568/2022 nella sola parte relativa alle specifiche funzioni del posto Rif. A18C4I2022/1443 SETTORE CONCORSUALE: 13/B4 - ECONOMIA DEGLI INTERMEDIARI FINANZIARI E FINANZA AZIENDALE; SETTORE SCIENTIFICO DISCIPLINARE: SECS-P/11 - ECONOMIA DEGLI INTERMEDIARI FINANZIARI – Sede Bologna;
- RITENUTO che la rettifica non debba comportare una proroga dei termini per la

presentazione delle domande;

DECRETA

ART. 1

Il D.R. n. 568 del 11.04.2022, nella sola parte riferita alle specifiche funzioni del posto

DISA - DIPARTIMENTO DI SCIENZE AZIENDALI

Rif. A18C4I2022/1443

SETTORE CONCURSUALE: 13/B4 - ECONOMIA DEGLI INTERMEDIARI FINANZIARI E FINANZA AZIENDALE

SETTORE SCIENTIFICO DISCIPLINARE: SECS-P/11 - ECONOMIA DEGLI INTERMEDIARI FINANZIARI

Posti: 1 sede di servizio: Bologna

è rettificato come segue:

Specifiche Funzioni : Il vincitore si occuperà di insegnare e svolgere attività di ricerca nell'ambito dell'Economia degli intermediari finanziari. Il candidato selezionato dovrà svolgere didattica frontale per 120 ore, anche in lingua inglese, prevalentemente negli ambiti sopra indicati.

ART. 2

Il termine per la presentazione delle domande non è prorogato.

F.to digitalmente
LA PRORETTRICE VICARIA
(Prof.ssa Simona Tondelli)