

## Full Professors at the dSEA: Desiderata<sup>1</sup>

**Introduction.** The Department of Economics and Management (dSEA) has so far allocated resources for positions as Full Professors (FPs) based on its research and teaching needs within the context of an investment plan set every three years (which the dSEA is planning to maintain). Full professors of dSEA would meet, discuss, and decide on whether to open a vacancy as FP. The vacancy would then be filled as described under “Setting” below, i.e., internal and external candidates would compete for such a position. The discussion among FPs would take place without having any reference to formalized elements such as a quality profile or some desired characteristics of the candidates applying for this position (“desiderata”). This document is intended to have the dSEA grow further by formalizing the profile and the desiderata in a transparent way for the appointment of a FP. What follows shortly presents: i) the regulated procedure for FP appointment in Italian public universities (Setting); ii) candidate profile, desiderata, and their application; iii) a Table summarizing elements in ii).

**Setting.** In Italian public universities, the appointment of a Full Professor (FP) follows a competition open to internal and external candidates. In addition to the Gazzetta Ufficiale,<sup>2</sup> the policy of the dSEA is to advertise all its vacancies on multiple channels (e.g., AoM, Euram, EAA, EEA, Inomics, SSRN, Akadeus) to ensure transparency and reach highly qualified candidates at a national and international level.<sup>3</sup>

The vacancy for a position as FP is then filled by the applicant who is selected by a committee nominated by the University of Padova. This committee includes one FP representative of the dSEA and two FPs of other Universities with recognized scientific standing. This committee is formally approved via voting by the Departmental Committee (“Consiglio di Dipartimento”) of the dSEA. The selected applicant will then fill the FP position after his/her call is approved by the Departmental Committee of the dSEA and by the University Board of Administration (“Consiglio di Amministrazione”).

### Full Professor at the dSEA: Profile and desiderata

**Profile.** At the Professor level, applications will be sought from highly qualified candidates with a solid international reputation and a proven record of publications in top-ranked journals. Candidates should also have a track record in providing leadership in advancing research and teaching, with the potential ability to effectively engage with the external society at different levels,

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<sup>1</sup> This version: July 3, 2022.

<sup>2</sup> the Italian Official Journal for public vacancies.

<sup>3</sup> At the dSEA, a scouting-related process is also in place, i.e., profiles ideal to strengthen the Department are posted on specialized websites (e.g., Inomics, AEA) to collect information on colleagues – based in Italy or abroad - who are willing to work for our Department. When enough information is collected, Full Professors discuss the opportunity of posting a vacancy in an area that has received attention from qualified colleagues that needs to be strengthened. If so, the information is spread around (as indicated above) making sure that those who have expressed an interest in our Department receive it.

provide leadership in effective departmental administration, and contribute to service and to the strategic decision-making in the Department.

**Tasks and Desiderata.** *Research* is a strategic priority of the dSEA. We strive to constantly improve along this dimension, with the goal of increasing knowledge. High quality *Teaching*, including the delivery of professional training in vocational degrees, is key and requires effective teaching design, practice, and supervision. *Academic citizenship and service* are a vital value for us being crucial in community cohesion. Finally, the dSEA expects its FPs to engage in activities related to *Third mission*, defined as transfer of academic knowledge to tackle issues relevant to the society. Table 1 collects the desiderata related to these four tasks and provides some specific examples that are not meant to be exhaustive.

The desiderata in Table 1 represent a set of elements in common among the three areas covered by the dSEA (Economics, Accounting, Management). Notwithstanding each area has its own peculiarities, desiderata in Table 1 represent elements that can be reasonably expected to be possessed by academics, independently of the area they belong to.

**Impact.** These desiderata, together with the Department's research and teaching priorities, are intended to provide guidance for the opening of selection process (see "Setting") and the appointment of a Full Professor at the dSEA. Note that, as per Italian laws, all candidates (meeting legal requirements and independently on their records and on the desiderata in Table 1) who are willing to apply for a vacant position as FP at the dSEA are allowed to do so. Because of the budget constraint, in the case of numerous candidates compliant with the desiderata, such candidates will have to compete for a limited number of positions.

As pointed out under "Setting", the selection committee nominated by the University of Padova will feature one representative of the dSEA. It is understood that said representative will be chosen based on the desiderata in Table 1, and he/she will take the desiderata in Table 1 as a reference for assessing internal and external candidates for a position as FP.

**Effectiveness.** The contents of this document will be effective 18 months after its approval by the Departmental meeting ("Consiglio di dipartimento").

**Table 1: Full Professors at the dSEA: Desiderata**

	<b>Research</b>	<b>Teaching</b>	<b>Academic Citizenship and Service</b>	<b>Third Mission</b>
<b>Definition</b>	<i>Contributions to the scientific knowledge in the relevant field of interest</i>	<i>Transfer of state-of-the-art scientific knowledge to students</i>	<i>Set of attitudes and activities connected to internal and external service work supporting the infrastructure of academic life and the wider civic mission of the university</i>	<i>Transfer of academic knowledge to tackle societal challenges</i>
<b>Examples of desiderata and of evidence for their assessment</b>	<p>Recent publications in international recognized outlets, such as – for example - those in the “List of the Advisory Board”</p> <p>Publication of books with international prestigious publishers that are recognized by the scientific community as pathbreaking</p> <p>Recognition of eminence such as prestigious keynotes, lectures and prizes, elected fellowship of prestigious society</p> <p>Regular attendance as presenter in major conferences and workshops in the field</p> <p>Invitations (presenter or discussant) at national/international conferences</p> <p>Evidence of success in national and international competitive funding, preferably as Principal Investigator</p>	<p>Average of at least 6/10 in “Soddisfazione complessiva – media” in the students’ evaluation over the previous three years.<sup>6</sup></p> <p>Prizes for teaching</p> <p>Design of new subjects/development of existing subjects</p> <p>Improvements of syllabus, effective teaching material &amp; strategies (e.g., flipped learning, innovative teaching)</p> <p>Publication of widely used textbooks</p> <p>Invited lectures in programs outside the University of Padova’s (e.g., graduate and PhD programs in prestigious institutions abroad or in Italy)</p>	<p>Assiduous performance of duties as personal supervisor/tutoring of undergraduate/ graduate students (e.g., pastoral care, reference letters, etc.)</p> <p>PhD students’ supervision and their placement</p> <p>Mentoring colleagues, in particular juniors</p> <p>Participation in Departmental/School/ University committees.</p> <p>Serving in appointments panels. Undertaking leadership and management roles within the University</p> <p>Working as an external examiner in PhD committees</p> <p>Organization of conferences for professional/academic societies</p> <p>Participation to Scientific Committees, Editorial Boards of international scientific journals or Societies with high reputational standing</p> <p>Acting as a peer reviewer for academic journals or funding bodies</p>	<p>Collaborative efforts with a range of public and private actors, from government bodies and private firms to non-profit organizations and charities, on addressing comprehensive industrial and societal challenges through technology development and market insights</p> <p>Active engagement in dissemination activities to a broad audience</p> <p>On the behalf of the Department and/or Unipd, provision of consultancy or practice-oriented research activities related to societal challenges to external organizations (public or private entities)</p> <p>Public lectures to a broader audience</p>

<sup>6</sup> The 6/10 grade is justified as follows. On the one hand, teaching quality would push for a higher-reference grade. On the other hand, a measurement error-issue is likely to affect grades in the middle of the empirical distribution (see Bertoni, M., E. Rettore, and L. Rocco, 2020, If (My) 6 Was (Your) 9: Reporting Heterogeneity in Student Evaluations of Teaching, IZA Discussion Paper No. 13565). This evidence suggests setting a conservative reference grade.