



ALMA MATER STUDIORUM  
UNIVERSITÀ DI BOLOGNA

DEPARTMENT  
OF MANAGEMENT

# ALMA MATER STUDIORUM UNIVERSITÀ DI BOLOGNA DEPARTMENT OF MANAGEMENT RESEARCH YEARBOOK 2025

# 2025

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ALMA MATER STUDIORUM | DEPARTMENT  
UNIVERSITÀ DI BOLOGNA | OF MANAGEMENT

ALMA MATER STUDIORUM  
UNIVERSITÀ DI BOLOGNA  
**DEPARTMENT OF MANAGEMENT**  
**RESEARCH YEARBOOK 2025**

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Data updated at 31<sup>st</sup> December 2024



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# Presentation of the Research Yearbook 2025



**Prof. Angelo Paletta**

*Head of the Department of Management*

It is with great enthusiasm that I present the 2025 edition of the Research Yearbook: a tangible testimony to the Department of Management's commitment to academic excellence, innovation, and social impact in the previous year. This document is not just an account of our activities, but a representation of our strategic vision as outlined in the new Strategic Plan: addressing global managerial challenges with an interdisciplinary and sustainable approach.

In a period of unprecedented transformations, our department stands out for its dedication to high-quality research, with a particular focus on sustainability, digital transformation, and internationalization. Among our most significant initiatives is the establishment of the D.I.M.P.A.C.T. – the Digital Innovation Management Pioneering Artificial Intelligence and Change Technology research center – which is dedicated to integrating artificial intelligence into the field of management. In synergy with the “Third Mission,” this center promotes the dissemination of best practices and the positive impact of scientific research in managerial contexts.

The Research Yearbook 2025 also celebrates our role as a multicampus center of excellence. With department locations in Bologna, Forlì, and Rimini, we strive to integrate the unique features of each territory in order to design educational and research opportunities that meet the growing demand for multidimensional skills.

A particularly significant moment in 2024 was the Research Day, centered on the theme “Research & Teaching: Synergies and Alliances.” This event, dedicated to dialogue and reflection, allowed us to deepen the synergies between research and teaching, strengthen our sense of community, and initiate improvement actions for the department.

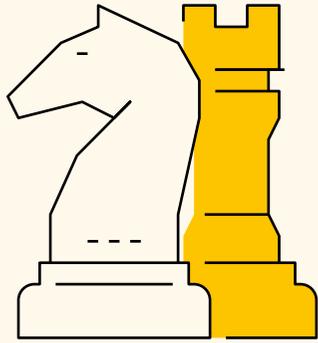
This volume also reflects the centrality of people in our model: from faculty and researchers to technical-administrative staff and students. Through new doctoral programs and strong investments in professional training, we aim to shape leaders capable of tackling global complexities with competence and responsibility.

We are convinced that a dialogue between academia and society is crucial. Through our initiatives in public engagement, technology transfer, and entrepreneurial innovation, our department reinforces its commitment to sustainable development and social cohesion.

We thank all those who contributed to this edition and invite readers and stakeholders to join us on this journey toward innovation and impact.

**Angelo Paletta**





## DEPARTMENT STRATEGIC PLAN 2025-2027

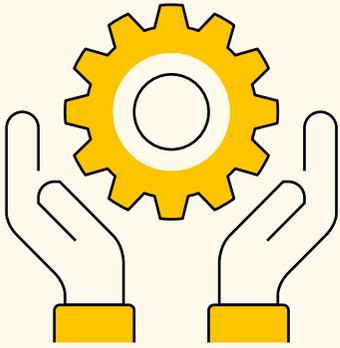
The Strategic Plan presents the Department's vision and mission, strategic departmental directions, and goals for the period 2025-2027, consistent with the domains and goals of the University Strategic Plan 22-27.

**The Strategic Plan 2025-2027 represents a guide for our actions over the next three years** and an institutional reference point for all our stakeholders. Our vision and mission remain focused on academic excellence, interdisciplinary innovation, and social impact. Through a SWOT analysis, the Plan identifies priorities and challenges to consolidate multi-campus educational offerings, promote research quality, and strengthen the Third Mission.

**Structured in sections dedicated to Education, Research, People, and Society**, the Plan establishes strategic objectives that cut across the groups, disciplinary areas, and locations that characterize the Department. In this way, the Plan emphasizes our commitment to fostering internationalization, strengthening professionalized education, and addressing the managerial challenges stemming from digital transformation and sustainable development.

**In a global context of increasing competition and uncertainty**, the Plan pays special attention to enhancing human resources and expanding national and international collaborations.

**DISA's integrated approach aims at continuous improvement**, supported by a robust quality system based on Annual Reviews and Self-Assessments. Thanks to a strong synergy among its components, the Plan is proposed as a model of evolutionary development, capable of meeting future challenges with an innovative spirit while maintaining a firm link with our academic history and identity.



## WORK IN PROGRESS

The Department of Management is working on many complex initiatives that require several stages of development and take longer than a year to complete. Here we highlight some of them.

### EFMD INTERNATIONAL ACCREDITATION

DiSA has applied for EFMD international accreditation for its Business & Economics (Clabe) and International Management (MIM) programs. EFMD Program Accreditation is a leading international system of quality assessment, improvement and accreditation for business programs. The process involves an in-depth peer review of individual programs through international comparison and benchmarking.

This accreditation signifies a commitment to excellence in curriculum design, teaching methods, student assessment, and quality assurance processes. It provides institutions with a comprehensive external validation of their programs, fostering continuous improvement and adherence to international standards. Programs undergoing the process benefit from enhanced visibility and competitiveness in the global education landscape. The accreditation system serves as a hallmark of academic quality, attesting to an institution's dedication to delivering impactful and innovative business education, thereby attracting top talent and facilitating meaningful partnerships with industry stakeholders. Both programs have passed the first evaluation step of the EFMD commission and been declared Eligible, which is a positive step toward accreditation. Now, the Department is proceeding with the assessment path, which will culminate in the visit of the Peer Reviewers Commission in Bologna.

### D.I.M.P.A.C.T. RESEARCH CENTER

Under the Strategic Plan 2025-2027, the Department of Management intends to promote the establishment of a Research Center - Digital Innovation Management Pioneering Artificial Intelligence and Change Technology. We live in a historical moment of major technological transformations that promise to revolutionize society, business, and public administration. In particular, DT and AI represent extraordinary opportunities, but they also invite multiple challenges that must be addressed to ensure sustainability and responsibility. Our proposed Research Center—operating with a long-term perspective through an interdisciplinary approach—aims to become a point of reference for understanding DT and AI in business practices. The ultimate goal is to generate tangible impacts on the international scientific community and society at large. The Center should work closely with the University's third mission, actively contributing to its social impact and disseminating best practices in different business contexts. With this in mind, the Center could be a lever to multiply opportunities, helping the Department to systematize current DISA initiatives in Teaching, Research, and Third Mission.

### IRSPM 2025

The Department of Management is the Local Organizing Committee for the conference that will be held in Bologna on April 7-9, 2025. The 2025 topic proposed by DISA and welcomed by IRSPM is "Civic engagement and social capital in contemporary public administration: facing the challenges of social equity and environmental sustainability". Civic engagement and social capital are often highlighted as central factors in shaping public administration governance and performance, but also collective responses to essential challenges: rising inequalities, climate change, and environmental (un)sustainability being prominent among them. The conference will encourage academics to explore the increasingly complex relationship between citizens and their communities (virtual or physical), the environment, and public administration and services. In particular, it will emphasize the role of social capital and civic engagement in shaping (and being shaped by) the governance and management of public services, and ultimately producing a more socially equitable and environmentally sustainable world. The IRSPM Conference 2025 collected a record of 1,378 submitted abstracts on 37 tracks. We are proud of this work and look forward to attending the conference and being part of the academic debate that will ensue.



# DEPARTMENT: INSTITUTION & MISSION



# University of Bologna



**133<sup>rd</sup>**  
**IN THE QS WORLD UNIVERSITY RANKINGS 2025**



**126<sup>th</sup>**  
**IN BUSINESS & MANAGEMENT STUDIES**

BY SUBJECT 2024

DISA CONTRIBUTION 66%  
 4<sup>TH</sup> POSITION IN ITALY,  
 132<sup>ND</sup> POSITION AT THE INTERNATIONAL LEVEL IN THE TOP 580

**101<sup>st</sup> - 150<sup>th</sup>**  
**IN ACCOUNTING & FINANCE**

DISA CONTRIBUTION 70%  
 1<sup>ST</sup> POSITION IN ITALY AND  
 1<sup>ST</sup> AMONG THE ITALIAN PUBLIC UNIVERSITIES  
 105<sup>TH</sup> POSITION AT THE INTERNATIONAL LEVEL IN THE TOP 330

**101<sup>st</sup> - 150<sup>th</sup>**  
**IN HOSPITALITY & LEISURE MANAGEMENT**

DISA CONTRIBUTION 35,5%  
 3<sup>RD</sup> POSITION IN ITALY,  
 107<sup>TH</sup> POSITION AT THE INTERNATIONAL LEVEL

## FACTS & FIGURES

The Department of Management at the University of Bologna is a reference point in management education and research, combining the University's centuries-old tradition and reputation with a dynamic, innovative and international vision.

### MISSION

In the course of more than four decades since its establishment, the Department of Management has been characterized by a strong scientific cohesion, given by its focus on the business disciplines, positioning itself as the first public department in Italy and among the first in Europe in the field of business and management. The Department makes its contribution to the development of knowledge in the areas of Accounting and Business Economics, Finance, Entrepreneurship and Innovation, Financial Intermediaries, Marketing, Business Organization, and Strategy.

### RESEARCH GROUPS

- BUSINESS ADMINISTRATION, ACCOUNTING & PERFORMANCE MEASUREMENT
- BUSINESS AND MANAGEMENT ENGINEERING
- FINANCE
- FINANCIAL MARKETS AND INSTITUTIONS
- MANAGEMENT-MARKETING & MANAGEMENT-STRATEGY
- ORGANIZATION STUDIES

### CAMPUSES

The Department's branches are located in Bologna, Forlì and Rimini.

## The Department Team



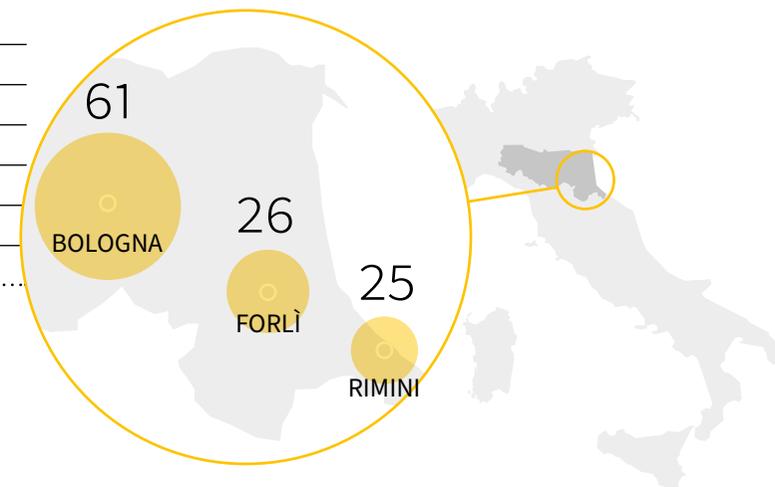
**112**  
**FACULTY**

**37**  
**POST-DOCS**

**67**  
**PH.D. STUDENTS**

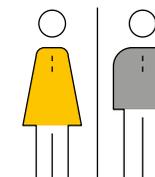
**19**  
**STAFF**

## Faculty by Campuses

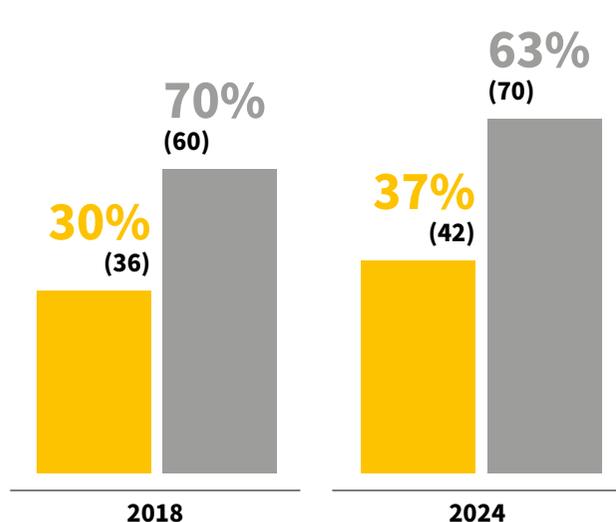


Data updated at 31<sup>st</sup> December 2024

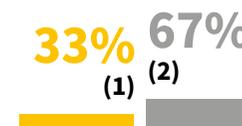
# Department of Management - Gender Distribution



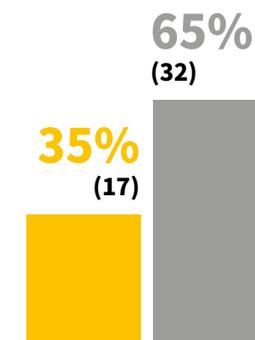
## FACULTY



	2018		2024*	
Junior Assistant professors (RTD-A)	-	-	8	5
Senior Assistant professors (RTD-B)	-	3	3	3
Senior Assistant professors (RU)	6	12	1	4
Associate professors	16	20	23	28
Full professors	4	25	7	32

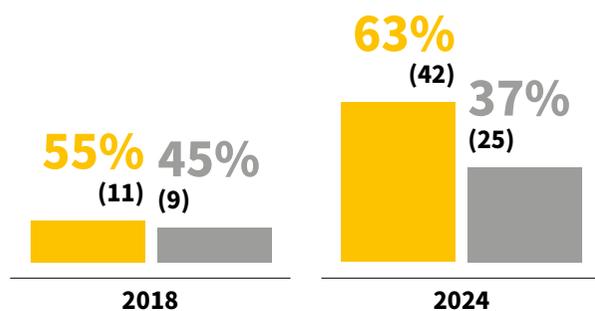


**NEW RECRUITS**  
Total nr. of recruits in 2024:  
3 faculty

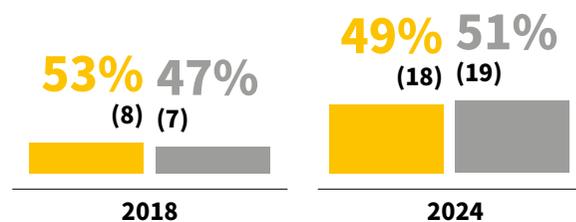


**TENURE & PROMOTION**  
Total nr of faculty: 49  
Data trend for the period 2018-2024

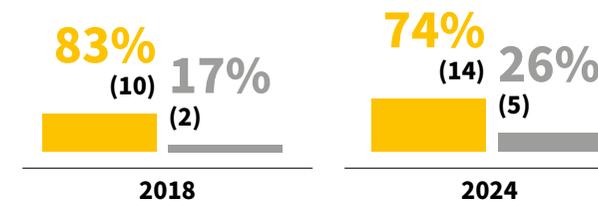
## PH.D. STUDENTS



## POST-DOCS



## STAFF (ADMINISTRATIVES, TECHNICIANS)



Source: Data from the 2018, and 2019 Unibo Gender Equality Annual Report and DiSA elaboration on 2024

\* data include faculties leaving Unibo in 2024

# RESEARCH

The Department's publication performance has been continuously improving over time and is in line with international standards. For a quick appreciation of where we stand, we present some comparisons based on the publications reported in Scopus, including all Italian scholars in the Department's disciplines as a benchmark.

## DiSA outputs in 2023

**158** SCOPUS PUBLICATIONS

**9** ABS 4\*

**70** SCIENTIFIC PUBLICATIONS 4 AND 3 ABS

**72** PAPERS IN THE BEST SJR 10 PERCENTILE

**108** PAPERS IN THE BEST SJR 25 PERCENTILE

## Faculty with at least 1 published paper in ABS 4\* journals, 2019-23

**13.39%**  
DISA

**5.25%**  
ITALIAN UNIVERSITIES



## Papers in the best SJR 10 percentile, 2023

**45.57%**  
DISA

**33.14%**  
ITALIAN UNIVERSITIES



## Faculty with at least 1 published paper in ABS 4 and 3 journals, 2019-23

**65.18%**  
DISA

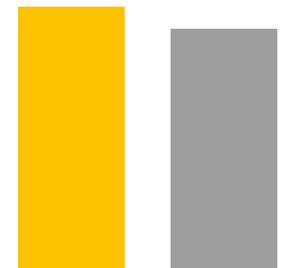
**55.79%**  
ITALIAN UNIVERSITIES



## Papers in the best SJR 25 percentile, 2023

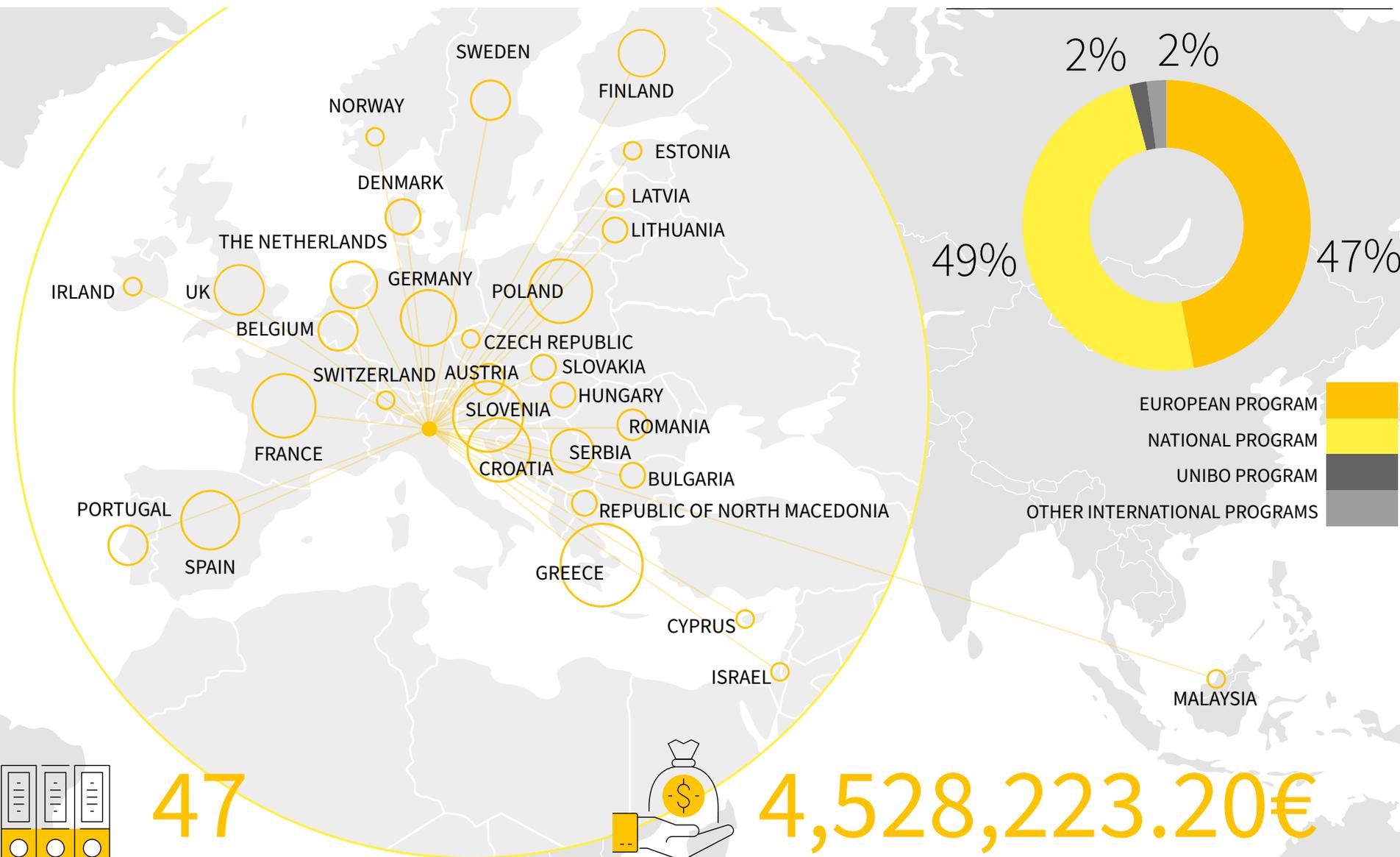
**68.35%**  
DISA

**62.65%**  
ITALIAN UNIVERSITIES





# DiSA Networking



47

ON-GOING COMPETITIVE PROJECTS



4,528,223.20€

FINANCING

## Focus on Projects of Relevant National Interest (Progetti di Rilevante Interesse Nazionale - PRIN)

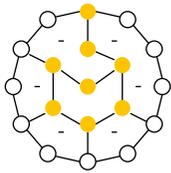
- 1 LUISS BUSINESS SCHOOL, ROMA
- 2 POLITECNICO DI BARI
- 3 POLITECNICO DI MILANO
- 4 POLITECNICO DI TORINO
- 5 SAPIENZA UNIVERSITÀ DI ROMA
- 6 SCUOLA IMT ALTI STUDI LUCCA
- 7 UNIVERSITÀ "G. D'ANNUNZIO" CHIETI
- 8 UNIVERSITÀ BOCCONI, MILANO
- 9 UNIVERSITÀ CÀ FOSCARI, VENEZIA
- 10 UNIVERSITÀ CATTOLICA DEL SACRO CUORE, MILANO
- 11 UNIVERSITÀ DEGLI STUDI DEL MOLISE
- 12 UNIVERSITÀ DEGLI STUDI DELL'AQUILA
- 13 UNIVERSITÀ DEGLI STUDI DI BERGAMO
- 14 UNIVERSITÀ DEGLI STUDI DI BRESCIA
- 15 UNIVERSITÀ DEGLI STUDI DI CAGLIARI
- 16 UNIVERSITÀ DEGLI STUDI DI FOGGIA
- 17 UNIVERSITÀ DEGLI STUDI DI MODENA-REGGIO EMILIA
- 18 UNIVERSITÀ DEGLI STUDI DI ROMA "FORO ITALICO"
- 19 UNIVERSITÀ DEGLI STUDI DI SALERNO
- 20 UNIVERSITÀ DEGLI STUDI DI SIENA
- 21 UNIVERSITÀ DEGLI STUDI DI TORINO
- 22 UNIVERSITÀ DEGLI STUDI DI URBINO CARLO BO
- 23 UNIVERSITÀ DI PISA
- 24 UNIVERSITÀ LUISS GUIDO CARLI, ROMA



# The Department Strategic project (2023-24)

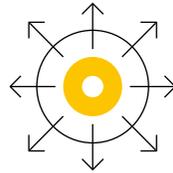
After the success of the project Department of Excellence (2018-2022) financed by the Ministry of University and Research - Dipartimento di Eccellenza MUR 2023-2027 (L. 232 del 1/12/2016)-, in 2023 the Department has decided to finance some of the actions started with the previous project with its own funds. In this way it is possible to guarantee a continuation and an impact of those activities aimed at:

# 1



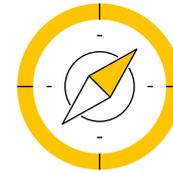
**Strengthen** all that has made the Department successful so far: to improve the Department publishing record, further develop the Ph.D. program, increase the international attractiveness of our courses, and continue to support campus-wide entrepreneurship activities;

# 2



**Grow** along the lines needed to overcome the Department weaknesses. Continuing the recruitment of new faculty with strong international expertise, increase the capacity to attract competitive funding, and develop new research areas in the campuses (Industry 4.0 and Next Production Revolution in Bologna, Social Innovation and Public Management in Forlì, and Service and Tourism in Rimini);

# 3



**Explore** new opportunities to launch additional initiatives in the future: to further promote the collaboration with other disciplines in research and teaching, develop dedicated monitoring activities and partnerships in all our campuses, and experiment with new forms of interaction with different stakeholders.

The actions covered by this Strategic Project refers to:

- VISITING IN: HOSTING TOP SCHOLARS FOR THE PH.D. PROGRAM
- ORGANIZATION OF SEMINARS, CONFERENCES, WORKSHOPS AND SUMMER SCHOOLS
- SUPPORT FOR PROJECT PLANNING AT THE EUROPEAN AND INTERNATIONAL LEVEL
- PURCHASE OF SPECIFIC DATABASES
- SUPPORT FOR COSTS RELATED TO OPEN ACCESS PUBLICATIONS
- SUPPORT FOR COSTS RELATED TO COPY EDITING AND SUBMISSION FEES FOR SCIENTIFIC PAPERS ABS4 AND ABS4\*
- SUPPORT FOR PROMOTING RECRUITMENT CALL FOR INTEREST ON THE INTERNATIONAL CHANNELS
- TRAININGS FOR THE FACULTY AND THE STAFF
- REWARDS AS RESEARCH FUNDS FOR THE BEST PUBLICATIONS (2023)
- VISITING OUT OPPORTUNITIES

# 300,000 €

APPROVED BUDGET - PERIOD 2023-2024

## DiSA competitive projects

### SESG-Integrated Platform for Enhanced Analysis of Environmental, Social, and Governance (ESG) Reports

Cascading Projects - National Recovery and Resilience Plan

Organizations are increasingly expected to perform and implement sustainability-related practices and targets and report these efforts transparently. The project responds to the growing complexity and volume of ESG data, necessitating more sophisticated tools for practical analysis and interpretation. SESG aims to develop a platform for supporting the analysis of non-financial disclosure statements of ESG data from DNF (“Dichiarazione Non-Finanziaria”) and sustainability reports and to simulate the coherence of indicators data from real-world scenarios. The platform will leverage advanced analytics and visualization tools to foster informed decision-making and deepen insights into sustainability practices and actions

The objectives include consolidating diverse ESG data sources into a single database and integrating traditional data processing with advanced technologies like NLP and LLMs to interpret ESG reports and generate actionable insights.

SESG will also perform simulations on ESG metrics derived by data coming from the field: using a cockpit simulator diverse drivers style data will be collected about drivers wellness, engines efficiency and consumes. This data will be feed some environmental (carbon footprint) and social KPIs (like the risk of accidents in 30 Zones).

#### TOTAL PROJECT BUDGET:

**1,232,750€**

#### PROJECT PARTNERS:

- IFAB – INTERNATIONAL FOUNDATION BIG DATA AND ARTIFICIAL INTELLIGENCE FOR HUMAN DEVELOPMENT (COORDINATOR)
- SII - TRANSVERSAL RESEARCH GROUP ON SOCIETAL IMPLICATIONS AND IMPACT
- UNISALENTO
- UNIBO
- UNINA
- EMILBANCA (IFAB)
- BPER (IFAB)
- CRIF (IFAB)
- CONFINDUSTRIA EMILIA CENTRO (IFAB)

#### DISA TEAM

- MATTEO MURA
- MARILINA LONGO
- NGUAR KOT DAVID ADHAL



Extended Partnership “GRINS – Growing Resilient, INclusive and Sustainable” selected under the PNRR, Mission 4 “Education and research” - Component 2 “From research to business” - Investment 1.3, funded by the European Union - NexGenerationEU (Notice D.D. 341 of 03/15/2022), topic “9. Economic and financial sustainability of systems and territories”.

## COMPETITIVE CALLS - NATIONAL PROJECTS

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### BUMOLDS

#### A BUSINESS MODEL FOR LOCAL DELIVERY PLATFORMS

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### E-WELL

#### ESPORTS BETWEEN RESILIENCE, INCLUSION, AND SOCIAL CAPITAL

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022 - PNRR*

### THE LANGUAGE OF INNOVATION

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### CASCADE

#### CRITICALITY ANALYSIS FOR SUPPLY CHAIN AVAILABILITY AND DEPENDENCY EVALUATION

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022 - PNRR*

### THE EUROPEAN GREEN ENERGY INDUSTRY EQUITY FINANCING INSTRUMENTS AND POLICIES IN THE CLIMATE ACTION AGENDA

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### FROM MARGINS TO MAINSTREAM NOVEL PERSPECTIVES ON OUTSIDER INNOVATORS

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022 - PNRR*

### CATTSMM

#### CONSUMER ANALYTICS AND TECHNOLOGY TRANSFORMATION IN SPORTS MARKETING AND MANAGEMENT

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### IEES

#### INSTITUTIONS, EDUCATION AND ENTREPRENEURSHIP STUDIES: A NOVEL PERSPECTIVE ON UNIVERSITY IMPACT

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### A MULTIDIMENSIONAL MODEL FOR THE TRANSITION OF SMES TO THE CIRCULAR ECONOMY

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### CORPORATE POLICIES IN CRISIS TIMES EVIDENCE FROM THE COVID-19 PANDEMIC

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### THE IMPACT OF DIVERSITY AND INCLUSION ON MANAGEMENT CONTROL AND CORPORATE DISCLOSURE: THE ROLE OF FINANCE

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### NEW TECHNOLOGY, OLD TECHNOLOGY THE INTERPLAY BETWEEN SOCIAL MEDIA AND MASS MEDIA FOR SOCIAL MOVEMENTS

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022 - PNRR*

## COMPETITIVE CALLS - NATIONAL PROJECTS

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### PLATFORM MONETIZATION

#### STRATEGIES, CHALLENGES AND IMPLICATIONS

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### RE3WORK

#### RESILIENT RETROFITTING AND REUSE OF WATER HERITAGE AND BUILT ENVIRONMENTS: MULTI-OBJECTIVE OPTIMIZATION FOR RISK MITIGATION AND CULTURAL ENHANCEMENT

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### RIDE

#### RETAIL INDUSTRY DEMAND ESTIMATION

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*Co-funded by Ministry of University and Research PRIN 2020 program*

### SWING

#### HELL, PURGATORY, OR PARADISE? INSTITUTIONALISING SMART WORKING IN GOVERNMENTS

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### TOWARD CIRCULAR ECONOMY

#### A BUSINESS MODEL INNOVATION PERSPECTIVE

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### TRUMAN

#### TRUST MACHINES FOR TRUSTLESSNESS: THE IMPACT OF DISTRIBUTED TRUST ON THE CONFIGURATION OF BLOCKCHAIN ECOSYSTEMS

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### WHEN STRUGGLES DEVELOP STRENGTHS TRANSFORMING LEARNING IN INNOVATION.

#### AN ANALYSIS OF INDIVIDUALS, TEAMS AND ORGANIZATIONS

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### WOMEN'S INCLUSION IN INNOVATION AND ENTREPRENEURSHIP

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Projects of Relevant National Interest - PRIN 2022*

### SESG

#### INTEGRATED PLATFORM FOR ENHANCED ANALYSIS OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORTS

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*Funded by the Italian Ministry of University and Research (MUR) in the frame of the Italian National Recovery and Resilience Plan – SPOKE 9*

### NON-FINANCIAL DISCLOSURE, EDUCATION ON "SUSTAINABILITY" AND SUSTAINABLE REPORTING TO SUPPORT LOCAL ECONOMIES

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*Funded by Fondazione Cassa di Risparmio in Bologna*

## COMPETITIVE CALLS - EUROPEAN AND INTERNATIONAL PROJECTS

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### ABC4E

ATTRACT BEHAVIORAL CHANGE 4 ERI SCIENTISTS

*This project has received funding from ATTRACT. A European Union's Horizon 2020 research and innovation program under grant agreement No. 101004462"*



### BIOPLASTICS EUROPE

DEVELOPING AND IMPLEMENTING SUSTAINABILITY-BASED SOLUTIONS FOR BIO-BASED PLASTIC PRODUCTION AND USE TO PRESERVE LAND AND SEA ENVIRONMENTAL QUALITY IN EUROPE

*This project has received funding from the European Union's Horizon 2020 research and innovation program under grant agreement No. 860407*



### CLEU

THE CLEANTECH INDUSTRY IN THE EUROPEAN GREEN DEAL: POLICY CHALLENGES AND THE FINANCE LANDSCAPE FOR SMES

*This project has received funding from the European Investment Bank under the program Knowledge 2021/C/383/06 – Notice C 2021/383/6 C on the Official Journal of 21.09.2021*

### CHEMATSUSTAIN

IMPLEMENTING INNOVATIVE METHODS FOR SAFETY AND SUSTAINABILITY ASSESSMENTS OF CHEMICALS AND MATERIALS PARTICULARLY AT NANO LEVEL IN THE EUROPEAN UNION

*Funded by the European Union, Horizon Europe program*



### COORDINATE

COHORT COMMUNITY RESEARCH AND DEVELOPMENT INFRASTRUCTURE NETWORK FOR ACCESS THROUGHOUT EUROPE

*Funded by the European Union, Horizon 2020 program*



### CROSS.LIFE

CROTONIC ACID FROM SEWAGE SLUDGE

*This project has received funding from the European Union under grant agreement no. LIFE21-ENV-IT-CROSS-LIFE/101074164*



### DIGISE5.0

UNLOCKING THE CAPACITY OF FUTURE SOCIAL ENTREPRENEURS TO EFFECTIVELY DRIVE DIGITAL TRANSITION BY EMBEDDING A FORWARD LOOKING AND COMPETENCE-ORIENTED TRAINING PROGRAM IN SOCIAL ECONOMY EDUCATION

### DIN-ECO

BOOSTING DIGITAL INNOVATION AND TRANSFORMATION CAPACITY OF HEIS IN AN ENTREPRENEURIAL ECOSYSTEM

*This project has received funding from the EIT HEI Initiative: Innovation Capacity Building for Higher Education, a joint EIT Community activity coordinated by EIT RawMaterials and supported by EIT Digital*



### E3TRAIN

EUROPEAN ENTREPRENEURIAL EDUCATORS TRAINING PROGRAM

*Co-funded by the European Union Erasmus Plus Program*



### ESG4PMCHANGE

THE ESG IMPERATIVE FOR THE PROJECT MANAGEMENT WORLD: ALLIANCE FOR DEVELOPING AND EMPOWERING CHANGEMAKERS

*Funded by the European Union, Erasmus Plus program*



### EUROPE-LAND

TOWARDS SUSTAINABLE LAND-USE STRATEGIES IN THE CONTEXT OF CLIMATE CHANGE AND BIODIVERSITY CHALLENGES IN EUROPE

*Funded by the European Union, Horizon Europe program*



## COMPETITIVE CALLS - EUROPEAN AND INTERNATIONAL PROJECTS

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### IMAGE

UPSILLING PATHS FOR HR PROFESSIONALS TO IMPROVE AGE MANAGEMENT

*Funded by the European Union, Erasmus Plus program*

### KALEIDOS

QUADRUPLE-HELIX-BASED KNOWLEDGE VALORIZATION BEST PRACTICES TO TRANSITION TO AN OPEN SCIENCE INNOVATION MANAGEMENT MODEL

*Funded by the European Union, Horizon Europe program*



### KTSOFTSKILLS

SOFT SKILLS FOR KNOWLEDGE TRANSFER

*Co-funded by the European Union Erasmus Plus Program*



### MERGING

HOUSING FOR IMMIGRANTS AND COMMUNITY INTEGRATION IN EUROPE AND BEYOND: STRATEGIES, POLICIES, DWELLINGS, AND GOVERNANCE

*This project has received funding from the European Union's Horizon 2020 research and innovation program under grant agreement No 101004535*



### SANDBOIL

LEVERAGING COMPETENCES AND SKILLS OF PROFESSIONALS IN DIGITAL AND AUTOMATED MANUFACTURING PROCESSES

*This project has received funding from the European Union under grant agreement no. LIFE19 ENV/IT/000071*



### SE4CES

SOCIAL ECONOMY 4CES: JOINING SOCIAL ECONOMY FORCES TOWARDS COMMUNITY DEVELOPMENT, CONNECTED SOCIETIES, COCREATION OF KNOWLEDGE AND COLLABORATIVE EDUCATION PRACTICES

*Co-funded by the European Union Erasmus Plus Program*



### SEED

SOCIAL INNOVATION ECOSYSTEM DEVELOPMENT

*Co-funded by the European Union European Social Fund and European Program for Employment and Social Innovation "EASI"*



### SEED2SCALE

SEEDING COMPETENCES TO SCALE UP SOCIAL INNOVATION ECOSYSTEMS

*Funded by the European Union, Erasmus Plus program*



### TEACHBEAST

TEACH - BE AWARE STUDENT

*Co-funded by the European Union Erasmus Plus Program*



### UNCHARTED

UNDERSTANDING, CAPTURING AND FOSTERING THE SOCIETAL VALUE OF CULTURE

*This project has received funding from the European Union's Horizon 2020 research and innovation program, under grant agreement No 870793.*



## DiSA research centers

### **CENTER FOR THE STUDY OF ECONOMIC-MANAGERIAL ENGINEERING (CIEG-CENTRO STUDI DI INGEGNERIA ECONOMICO-GESTIONALE)**

Located on the first floor of the site in Via Terracini 28, the CIEG covers an area of approximately 500 square metres, hosting over 30 teachers, researchers and research collaborators, as well as one member of the technical and administrative staff. The premises house 20 offices, two meeting rooms and on the ground floor a 200 m2 classroom to provide support activities for the programs.

The main areas of research the CIEG is involved in are Supply-Chain and Value-Chain Management, Technological Innovation and Business Organisation.

### **ARTS AND CULTURAL ORGANISATIONS AND CREATIVE INDUSTRIES (GIOCA)**

The Department is active in the management and innovation of arts and cultural organisations and the creative economy. The research center adds a critical management view to debates in the cultural and creative fields, which are usually dominated by macro-economic, sociological, juridical, and strictly professional approaches. Moreover, studying arts, cultural, and creative organizations and their “anomalies” can contribute to managerial knowledge. The papers resulting from the center’s research activities have been published in both heritage journals and general management and accounting outlets. The department’s research in this field comprises a specific (but not exclusive) focus on cultural heritage management and creative industries. Both streams are strongly interconnected to the teaching activities of the GIOCA master’s program and other training initiatives at the executive level.

### **YUNUS SOCIAL BUSINESS CENTER FORLÌ CAMPUS**

On April 18<sup>th</sup>, 2018, Professor Muhammad Yunus and the Department of Management inaugurated the YSBC of the University of Bologna at the Forlì campus. Yunus vision inspires the YSBC@Bologna and establish a new kind of capitalism, where altruism and generosity are valued as much as profit making, and where individuals not only have the capacity to lift themselves out of poverty, but also to affect real change for the planet and its people. The Yunus’s World of Three Zeroes (the new economics of zero poverty, zero unemployment, and zero carbon emissions) offers a challenge to young people, business and political leaders, and ordinary citizens everywhere to embrace a new form of capitalism, and improve the world for everyone. The main mission of the YSBC is the research of applied business solutions, mentoring services and support on developing social businesses. Our Center aims at improving the knowledge on the mechanisms of microfinance and social business by encouraging discussions that can lead to impacting social solutions. Consulting and advisory services are fundamental for us, leading to developing methods for solving social problems and fostering social entrepreneurship in the young generations.



ALMA MATER STUDIORUM | DEPARTMENT OF MANAGEMENT  
UNIVERSITÀ DI BOLOGNA



## University Interdepartmental Centers with DiSA participation

- **ALMA AI - RESEARCH INSTITUTE FOR HUMAN-CENTERED ARTIFICIAL INTELLIGENCE**  
LOCATED IN BOLOGNA
- **ALMA CLIMATE - ALMA MATER RESEARCH INSTITUTE ON GLOBAL CHALLENGES AND CLIMATE CHANGE**  
LOCATED IN BOLOGNA
- **ALMA HEALTHY PLANET - ALMA MATER RESEARCH INSTITUTE ON HEALTHY PLANET**  
LOCATED IN BOLOGNA
- **CAST - CENTER FOR ADVANCED STUDIES IN TOURISM**  
LOCATED IN RIMINI

## Other Research Centers and Networks

### **BIG DATA INNOVATION & RESEARCH EXCELLENCE (BI-REX)**

The public-private consortium, the Emilia Romagna Industry 4.0 Competence Center, gathers over 50 public and private partners supported by the Italian Ministry of Economic Development.

### **EMILIA LAB**

It is a network of the Universities of Emilia-Romagna that established a stable, systematic, and structured collaboration relationship on research, teaching, and consulting activities with the administrative headquarters at the University of Parma.

### **OTHER RIGHT INTER-UNIVERSITY CENTER (ADIR-ALTRO DIRITTO)**

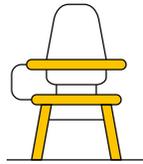
Together with the University of Bologna, DiSA joined 18 other universities in this Center that promotes Action Research activities. The research is aimed at the immediate use of its findings for interventions to defend the rights of people in criminal execution, those who are deviant, those who are socially marginalised, and migrants from diverse backgrounds.



# EDUCATION

5,175 students (A.Y. 2024/25) attend the 17 First and Second Cycle Programs. Nine of these programs are international out of which six are taught in English, while three of them offer a double degree with a foreign institution.

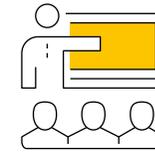
## Students



5,175

A.Y. 2024/25

## Degree Programs



17  
53%

INTERNATIONAL PROGRAMS

## Students' citizenship

AFRICA	48
AMERICA	71
ASIA	144
CINA	139
EUROPA	390
ITALY	4,358
OCEANIA	1
INDIA	24

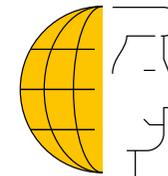
## Students at DiSA with a foreign citizenship



15.8%

A.Y. 2024/25

## Students at Unibo with a foreign citizenship



11.4%

A.Y. 2024/25

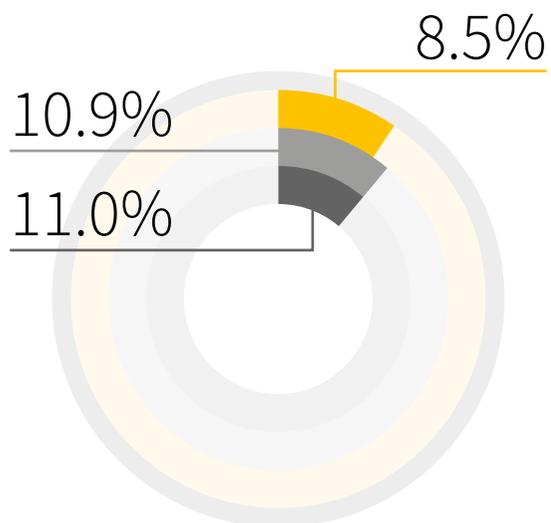
Source: The University Data Warehouse – data extraction on 31 January 2025

## Quality of teaching and students' satisfaction

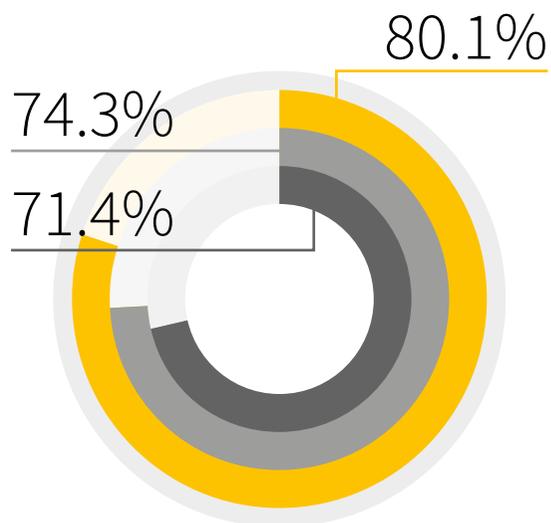
DiSA's commitment with respect to the quality of teaching and students' satisfaction is renewed each year with the definition and achievement of the goals outlined in the University's Strategic Plan

### Reduce student dropout and promote regularity of studies

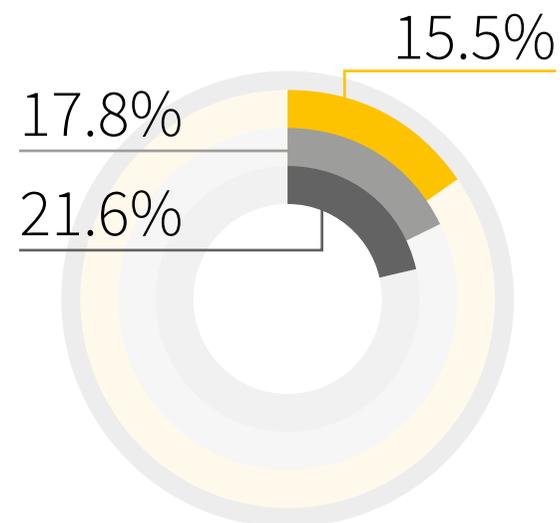
**PERCENTAGE OF 1<sup>ST</sup> YEAR DROPOUTS**



**CONTINUATIONS WITH >39 CFUS (UNIVERSITY CREDITS) EARNED IN THE 1ST YEAR**



**PERCENTAGE OF STUDENTS ENROLLED BEYOND THE ALLOTTED TIME TO ATTAIN A DEGREE**



Source Data Warehouse UniBO October 2024

Ensure quality, innovative, and long-term sustainable education

Promote study and research training experiences abroad

Strengthening the international dimension of education



**GRADUATE STUDENTS' SATISFACTION**

91.4%

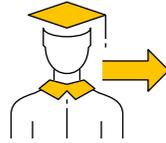
DISA

88.9%

MACRO AREA

90.0%

UNIBO



**OUTGOING STUDENTS**

304

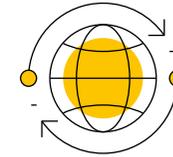
DISA

209.7

MACRO AREA

113.6

UNIBO



**NUMBER OF MULTIPLE AND JOINT TITLES WITH INTERNATIONAL PARTNERS**

4

DISA

2.5

MACRO AREA

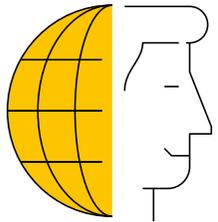
1.4

UNIBO

Source Data Warehouse UniBO October 2024

## Teaching and mobility agreements with foreign universities

DiSA stipulates teaching and mobility agreements with foreign universities, in Europe and worldwide, for teaching and research purposes. Some of these agreements allow for a period of study in the partner structure, also for joint or consecutive titles. Some of them extend beyond students' mobility to faculty and staff exchange.



14

TOTAL

2

ALBANIA



1

DANIMARCA



1

SOUTH KOREA



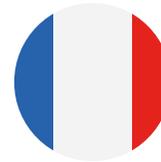
2

ARGENTINA



2

FRANCE



2

USA



1

AUSTRALIA



1

INDONESIA



1

CHINA



1

JAPAN



## DiSA Educational projects

DiSA believes in the fundamental importance of supporting teaching activities with incentives and opportunities for growth and with direct experiences in companies. At the same time, it cares about recognizing merit in studies and rewarding the best results in theses and project works, promoting the development of innovative theses with high scientific research potential, and promoting mentoring services and courses aimed at developing soft skills.

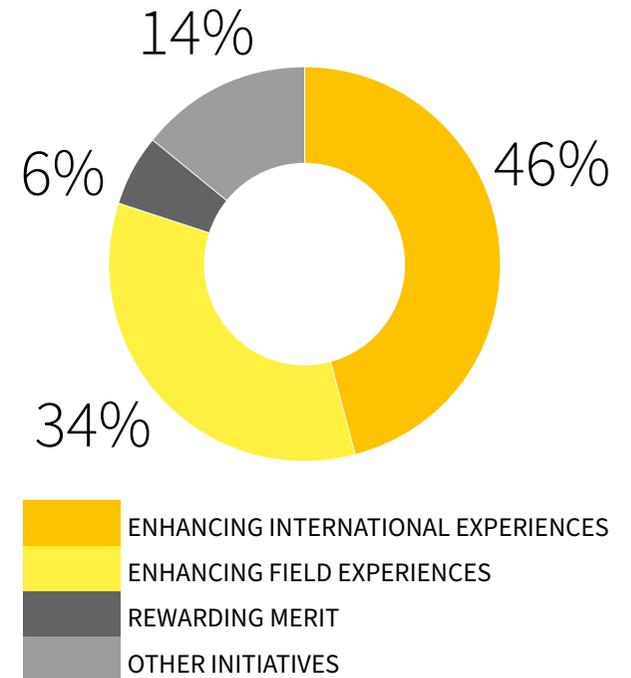
### “International Week” University of Valencia

The double-degree agreement - signed more than ten years ago - between the Master's Degree Program in Management for Social Economy and the Master Universitario en Economía Social of the Universitat de Valencia (Spain), allowed twelve students from the Forlì Campus to participate in the first “International Week” at the Valencian University. They attended regular classes provided by the Spanish training course. They got an overview of the different types of cooperatives, social enterprises, and foundations; and of a seminar focused on conducting a literature review, a workshop on the concept of mutuality, and a workshop on social economy, addressing the topics from an international perspective. Besides that, the students could visit the prestigious financial institution Caixa Popular, which bases its entire activity on social values such as inclusion, transparency, and democraticity.

### A day at Lamborghini

Forty-five selected students from the Master's Degree program in Economics and Management participated again this year in the traditional visit to Lamborghini headquarters, thanks to the well-established relationship that binds the Forlì Campus to the company. It was an opportunity to get in touch with one of the most innovative firms in the area, an unavoidable moment to dwell on the job opportunities offered by the local context and its potential in the business environment. The students could also access the production line and visit the museum area.

#### BUDGET ALLOCATED TO THE EDUCATIONAL INITIATIVES



#### TOTAL BUDGET

204,886 €



## AlmaGoals: The University of Bologna for the U.N. Sustainable Development Goals (SDGs)

The University of Bologna is committed to the values of sustainability, reflected in its pursuit of the SDGs through teaching the best suitable practices to achieve them by 2030. In Times Higher Education Impact Ranking 2024, the Alma Mater is 1st in Italy, 8th in EU (excluding UK), 67th in the world. In the UI GreenMetric World University Ranking, it is 1st in Italy, 4th in EU, and 9th in the world. The Department of Management contributes through dedicated teaching modules, a number of research projects and a specific commitment to gradually transforming its facilities and practices.

## DiSA teaching and the Sustainable Development Goals



Source: Data Warehouse UniBO



# SUSTAINABLE DEVELOPMENT GOALS

L'Università di Bologna abbraccia i Sustainable Development Goals (SDGs) dell'Agenda 2030 delle Nazioni Unite, contribuendo attivamente alla creazione di un mondo sostenibile e rispondendo in modo proattivo alle sfide sociali, economiche e ambientali globali.

Oltre il 95% degli insegnamenti dei corsi di studio dell'Ateneo risponde ad almeno uno dei 17 SDGs, in modo da educare le nostre studentesse e i nostri studenti ad essere protagonisti del cambiamento del presente e del futuro.



Visita il nostro sito sugli SDGs  
[www.site.unibo.it/almago](http://www.site.unibo.it/almago)



ALMA MATER STUDIORUM  
UNIVERSITATIS BOLOGNENSIS



## Ph.D. Programs at DiSA

### Ph.D. in Management

Training the next generation of researchers in management, accounting, banking, and finance, fostering their cutting-edge theoretical, methodological, and empirical research skills. Generating knowledge to be used primarily in university and research centers, but also in the public administration and private sector.

The program is organised in two tracks: “General Management” and “Accounting, Banking, and Finance”.

The courses are shared and track-specific: Accounting, Corporate Finance, Corporate Governance, Economics & Management of Innovation, Econometrics, Marketing Strategy, Organizational Behavior, Qualitative and Quantitative Research Methods, Strategic Management, Technology Management & Entrepreneurship.

- ENTIRELY TAUGHT IN ENGLISH, SINCE 21° CYCLE
- 4-YEAR FULL-TIME PROGRAM. AT LEAST A 6-MONTH PERIOD ABROAD
- 9 SCHOLARSHIP IN 2024 PLUS ADDITIONAL TEACHING AND RESEARCH ASSISTANTSHIP OPPORTUNITIES
- 225 APPLICATIONS IN 2024 FROM ALL OVER THE WORLD

<https://phd.unibo.it/management/en>

#### YEAR 2024

**Seminars.** Speed-dates and My Cup of Tea Research seminars are dedicated to Ph.D. students to discuss working papers and research projects, and to share information and personal experiences with the faculty.

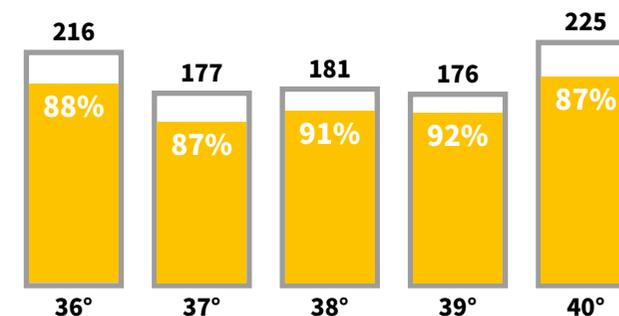
**Workshops.** On top of regular offer of Ph.D. courses and seminars, we organize workshops on topics such as academic writing, publishing scholarly research, presenting at academic conferences, research methods, positive organizational psychology, entrepreneurship, and artificial intelligence.

**6 month period abroad.** In 2023 the Ph.D. students have visited: Bayes Business School (UK), Erasmus University Rotterdam (The Netherlands), INSEAD Business School (France), Stockholm School of Economics (Sweden), University of Bath (UK), University of British Columbia (Canada), and University of California Santa Barbara (U.S.A.).

■ FOREIGN CITIZENS □ TOTAL

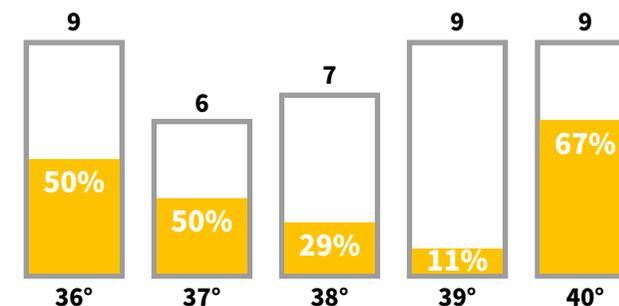
### 36°-40° Cycle: Applications

975 | 865 FROM ABROAD (89%)



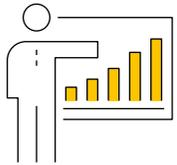
### 36°-40° Cycle: Students

40 | 16 FROM ABROAD (40%)

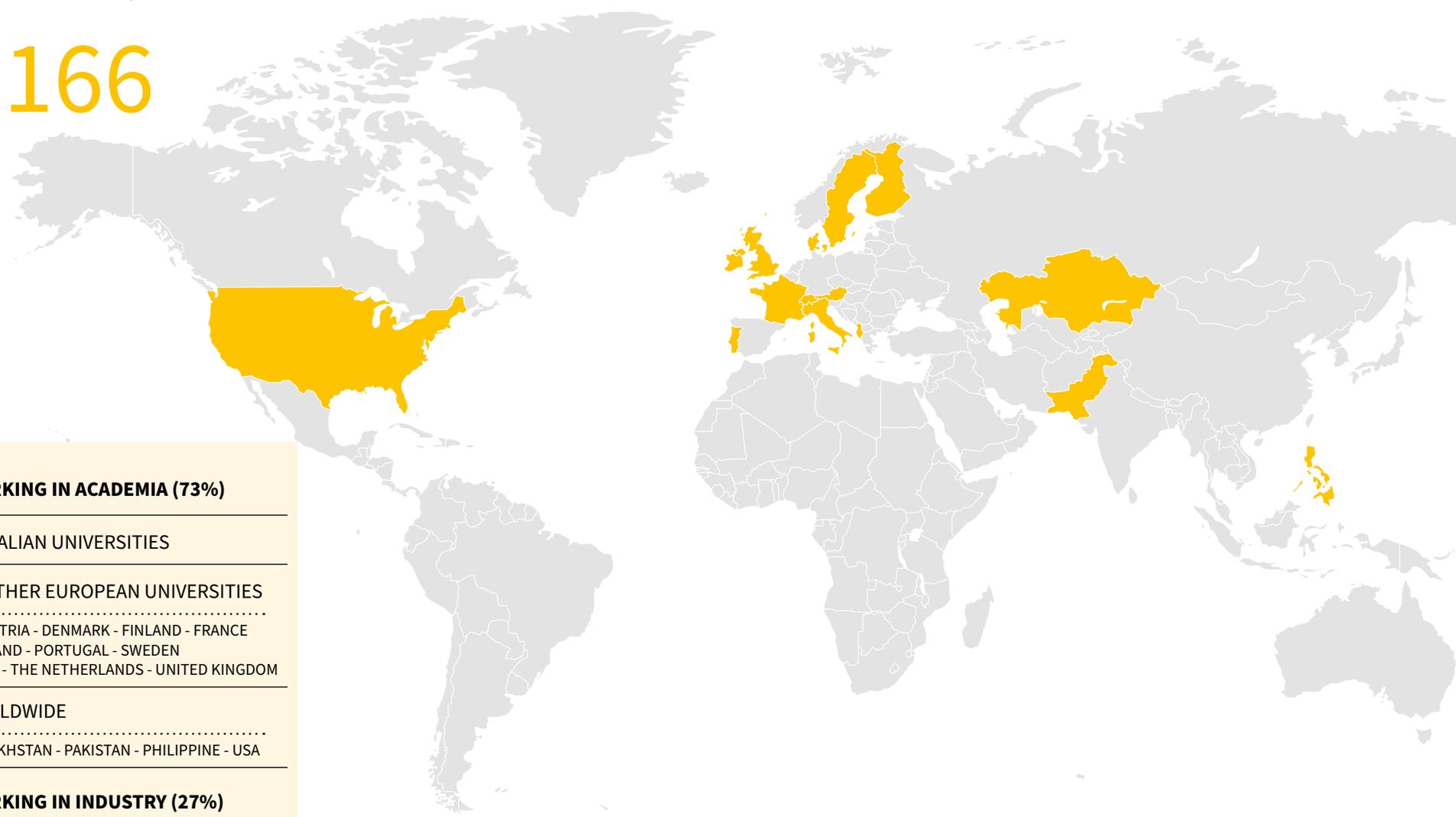


data updated in September 2023

# Ph.D. in Management Graduates (1994-2023)



166



**126** WORKING IN ACADEMIA (73%)

 **90** IN ITALIAN UNIVERSITIES

**26** IN OTHER EUROPEAN UNIVERSITIES

ALBANIA - AUSTRIA - DENMARK - FINLAND - FRANCE  
IRELAND - ISLAND - PORTUGAL - SWEDEN  
SWITZERLAND - THE NETHERLANDS - UNITED KINGDOM

 **10** WORLDWIDE

BRAZIL - KAZAKHSTAN - PAKISTAN - PHILIPPINE - USA

**47** WORKING IN INDUSTRY (27%)



## Ph.D. in Public Governance, Management e Policy (Public-GoMaP)

Recently started in 2022, Public-GoMaP is a three-year interdepartmental doctorate involving the Departments of Management, Economics, Social and Political Sciences, and Statistical Sciences “Paolo Fortunati”. The training courses on Public Management, Governance, and Policy are based on a solid multidisciplinary scientific approach and focus on the knowledge of the elements necessary for the management of organizations that directly or indirectly intervene in the planning, provision, and monitoring of public services, capitalizing on the possible work experience of the candidates. Public-GoMaP aims to prepare public senior analysts, managers, and academics for the future.

### In the third year of activation:

- 52 STUDENTS, INCLUDING 9 EXECUTIVES, SELECTED AMONG 380 APPLICATIONS;
- 45 SCHOLARSHIPS AVAILABLE;
- 13 SCHOLARSHIPS CO-FINANCED BY SELECTED ORGANIZATIONS WHERE STUDENTS WILL UNDERGO THEIR RESEARCH PROJECT.

### Research focus of current students:

- HEALTHCARE SYSTEM: COST-EFFECTIVENESS OF RARE-DISEASE PATIENTS IN THE METROPOLITAN NETWORK MODEL; GOVERNANCE INNOVATIVE MODELS AND MONITORING OF SURGICAL PATIENTS; ORGANIZATIONAL MODELS, OPERATION, AND VALUE-BASED MANAGEMENT;
- EVALUATION IMPACT AND STATISTICAL MODELS FOR COMPETITION AND COMMERCIAL POLICIES;
- MEASUREMENT OF SOCIAL AND GENDER INEQUITIES, ANALYSIS OF SOCIAL NORMS IN SUPPORT OF ECOLOGICAL TRANSITION AND CIRCULAR ECONOMY, BUSINESS SUSTAINABILITY PRACTICES AND EVALUATION OF THE EFFECTIVENESS OF PUBLIC POLICIES FOR SOIL AND NATURAL RESOURCES;
- SOCIAL SERVICES: PERFORMANCE MEASUREMENT, MODELS OF PUBLIC GOVERNANCE, SOCIAL COHESION;
- FINANCIAL RESILIENCE OF LOCAL GOVERNMENTS;
- ROLE OF HUMAN, SOCIAL, AND FINANCIAL CAPITAL, OF CULTURAL AND EDUCATION INSTITUTIONS AND POLICY-MAKING IN INNOVATIVE PROCESSES;
- EVOLUTION OF PA: DYNAMICS OF CO-PLANNING AND CO-DESIGNING; MULTILEVEL MANAGEMENT; INNOVATIVE METHODOLOGIES IN POLICY INTERVENTIONS, DETERMINANTS OF SUCCESS OR FAILURES;
- QUANTITATIVE METHODS FOR THE PUBLIC PENSION SYSTEM, PUBLIC POLICY DECISIONS, TOURISM;
- MODELING OF FOOD CONSUMPTION BEHAVIOURS, STRATEGIES FOR REDUCING FOOD WASTE, ANALYSIS OF SYNERGIES AND CONFLICTS WITH THE PROMOTION OF HEALTHY AND SUSTAINABLE CHOICES.

## Ph.D. in Future Earth, Climate Change and Societal Challenges – FRONTIER Program

Training professionals in the fields of earth and climate sciences, food production, economics, human health in the environmental context and social sciences in the context of climate change for careers in academia, research, government, industry and international organizations.

- 3-YEAR FULL-TIME, ENTIRELY TAUGHT IN ENGLISH
- 5 FULL SCHOLARSHIPS
- 5 CURRICULA: ONE HEALTH; THE EARTH SYSTEM; IMPACTS, ADAPTATION AND VULNERABILITY; TECHNOLOGICAL INNOVATIONS FOR A DECARBONISED SOCIETY; SOCIO-ECONOMIC AND LEGAL STUDIES FOR MITIGATION OF CLIMATE CHANGE
- ALIGNED WITH THE SDGS

FRONTIER is a multidisciplinary program, led by the Department of Physics and Astronomy “Augusto Righi”; DiSA participates as an Associated Department in:

- CITY OF ART, TOURISM AND SUSTAINABLE DEVELOPMENT: PROCESSES OF GOVERNANCE IN SMART CITIES
- GREEN FACTORS IN FINANCIAL INTERMEDIATION
- FEMINIST APPROACH TO ORGANIZATIONAL CULTURE FOR SUSTAINABLE WORK AND GREEN REPORTING



Funded by the  
European Union  
Next Generation EU

## Almae Matris Alumni Association

The Association represents the Community of students and graduates of the University of Bologna: an international community united by shared values and experiences, walking together.

The DiSA Groups within the Association are the Management Chapter and the CLAMDA-International Management Group.

The promoted initiatives aim to create a network that forges personal and professional relations among Alumni and current students, strengthens the Community's identity, and increases the number of qualified work opportunities.

### **UNIBO x UL - STRENGTHENING ALUMNI NETWORKS: INSIGHTS INTO EVENTS, MENTORSHIP, AND COMMUNITY BUILDING (16/12/2024)**

The University of Bologna and the University of Ljubljani joined forces to share their best practice in their alumni work.

The Department of Management contributed to the event and the discussion thanks to the participation of our professor, leader of the Clamda-International Management Group.



# THIRD MISSION

## Department of Management

DiSA engages in the Third Mission at multiple levels. In 2024, an ad hoc Committee and a Third Mission Delegate were appointed. The department facilitates public engagement through various channels, including open events, MOOCs, podcasts, alumni reunions, and academic mobility initiatives. Additionally, an agreement with the Yunus Foundation has been established to expand the reach of these public engagement initiatives. DiSA promotes Master's and higher education courses, summer schools, career guidance, and entrepreneurship support. Collaboration with the Bologna Business School has been strengthened to enhance these offerings. As a reference point for the university's initiatives that promote entrepreneurship within its community and support spin-off activities, DiSA is actively involved in several programs, including Almacube, Start-Up Day, AlmaLabor, and Basement Club. These initiatives support startups, provide entrepreneurship training, and encourage local development. DiSA also fosters innovation through its Observatories and actively participates in Oper.Space, the university's Innovation Factory. Thanks to dedicated initiatives and projects at the national and international levels, DiSA actively promotes sustainability, diversity and inclusion, mental well-being, and social innovation actions. The research groups within DiSA conduct applied research and consulting with companies, public organizations and NGOs, contributing to funding for post-docs and Ph.D. grants. Third Mission initiatives are widely disseminated via the Department and University channels thanks to its Communication Service.



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## PROMOTING INNOVATION AND INNOVATIVE TRAINING

### **Oper.space**

Oper.space, the Factory for innovation at the University of Bologna, is born with the contribution of Oper.Lab, the DISA's Observatory for Open Innovation. Oper.space connects universities, businesses, and institutions to face complex problems of society together through innovation paths that generate solutions centered on people's real need.

### **Refresh Academy**

Established in 2024, Refresh Academy soc. coop. sociale is the first cooperative spin-off of DISA with a strong social impact. It provides training programs for individuals pursuing careers in ICT and digital technologies, fostering diversity, inclusion, and integration.

As a bridge between aspiring professionals and companies seeking skilled talent, Refresh Academy delivers high-quality, interactive courses that prepare students for employment. Companies investing in technology can support these initiatives through scholarships and gain access to trained professionals.

### **Recovery College In Middle School**

As part of the broader Recovery College initiative in Bologna, DiSA promoted an initiative in the Middle School to foster mental well-being among younger students. This project involves the University of Bologna, local middle schools, and mental health professionals. Through workshops and collaborative activities, middle school students work alongside university students to identify their needs and propose innovative solutions to enhance well-being in their school environment.

### **DIN-ECO Spring School (March 2024)**

The EIT HEI Initiative DIN-ECO project - Boosting Digital Innovation and Transformation Capacity of HEIs in an Entrepreneurial Ecosystem was funded to increase the innovation and entrepreneurial capacity of the participating HEIs and enable their integration into European innovation value chains and ecosystems. In March, the Spring School was organized in Poland to improve the dynamic business world's skills and explore various aspects of business modeling and digital innovation.

### **CLEU Summer School - Sustainable finance and entrepreneurship for the transition to a green economy (May 2024)**

The summer school was addressed to Ph.D. students and young scholars and aimed to understand better the complexities of the green transition in the European environment and to write and publish high-quality research related to the sustainability industry. It was financially supported by the European Investment Bank EIBURS grant 2022–2025 and was coordinated in partnership with the European Investment Fund within the project CLEU - The cleantech industry in the European Green Deal: policy challenges and the finance landscape for SMEs.

### **SE4Ces-Social Economy 4Ces Final Event (January 2024)**

The SE4Ces-Social Economy 4Ces project, was co-funded by the European Union to develop innovative teaching methodologies for Social Economy training through a multistakeholdership approach. The project results were presented in Brussels. The Department of Management contributed to the innovative tools for the social economy: a podcast, a role-playing game, new learning services, an Impact Readiness tool.

### **TEACH-BEAST Project Training (October 2024)**

The European Union has funded the Teach-BEAST project - Teaching to BE Aware Students, to support teachers in planning subject content based on professional identities related to the field of study, considering current labor market requirements. The TEACH-BEAST Training was held in Bologna and aimed at transferring useful tools and knowledge to support students' career planning. The course was based on three methodologies and offered activities designed to be easily integrated into teachers' syllabi: BEAST - a flexible and scalable course for Career Offices; Soft Skills pills - micro-activities to stimulate in students the development of soft skills needed in the world of work; Career pills - micro-activities to support students in career planning. The course was open to university teachers from the project consortium partners.

## CONTRIBUTING TO NATIONAL REPORTS AND COLLABORATIONS

### **“Monitoring the sustainability profile of enterprises” (February 2024)**

The report resulted from a collaboration between the Emilia-Romagna Region’s General Directorate of Knowledge, Research, Labor, and Business and the Department of Management. It mapped more than 1,000 companies between 2022 and 2023 to monitor the region’s sustainability profile of manufacturing and service companies. The study investigated relationships with customers, suppliers, employees, management of energy resources, waste, emissions, water discharges, logistics, innovation processes, governance, and the relationship with the community and the territory.

### **Convention between the University of Bologna and the Court of Auditors (September 2024)**

The University of Bologna and the Corte dei Conti - Control Section for Emilia Romagna have signed a three-year agreement to disseminate issues related to the budget and financial management of local authorities and their investee bodies.

The Department of Management has promoted the agreement to foster the efficiency of public administration. Educational and training and research initiatives will be organized, also through the involvement of students.

### **Annual report to Parliament and the Government on the levels and quality of services provided by central and local government to businesses and citizens (October 2024)**

The National Economic and Labor Council (CNEL) presented the report, which photographs and describes citizens’ perceptions of the responses of public administrations to community needs. The report was also carried out with the contribution of the Department of Management through its research expertise expressed in particular through the Local Public Services Observatory and doctoral course in Public Governance, Management, and Policy. This year, in addition to what has been done in previous years (coordination of the chapter dealing with the analysis of the performance of local public administrations), the Department of Management has also contributed to the coordination of the chapter on good territorial practices.

### **“Welfare Models Compared: What an Analysis of Post-Pandemic Municipal Social Spending Reveals” (November 2024)**

The 2024 Report of the National Observatory on Territorial Social Services was also carried out with the contribution of the Department of Management as part of the third mission activity and involvement of the doctoral students of the Public Governance, Management and Policy doctoral program.



## Public art project

The Department of Management promoted a public art project conceived in collaboration with local partners and artists, for the space in front of the entrance to its headquarters in Bologna.

The project concerned 3 artistic interventions that intend to propose a dialogue between the public space and the people who cross it, stimulating continuous and active participation and a reflection on the images: the cute of the post-internet era, the anthropocentric representation of climate change, and the search, through a play, for parallel realities. The intent was to listen, evaluate, and understand - through ethnographic observations and analysis - the relationship between the interventions presented and the different possible forms of creative interaction.

All three interventions and the resulting interactions have been constantly observed and documented. The findings were analyzed and will be the basis for the continuation of the project.





## Bologna Business School (BBS)

BBS is the business school of the Alma Mater Studiorum - University of Bologna, established as an autonomous legal entity by several private and public partners. It was created in 2000 to develop innovative interdisciplinary postgraduate and executive education programs in management. From its inception, the School has maintained a strong integration with the corporate world, embodying a clear international outlook in its curriculum. It is the leading organization of the Department of Management's Third Mission, promoting managerial culture and enhancing knowledge transfer. DiSA's Head of Department is a statutory member of BBS's Board of Directors. The Dean of BBS or his/her delegate is a member of DiSA's Teaching Committee. The primary field of activity is lifelong and continuous learning through:

- Full-time Master's programs, accredited by the University of Bologna and targeting young graduates;
- Executive programs targeting managers and entrepreneurs;
- Corporate programs, customized for companies and other institutions;
- Open programs targeting professionals for short-term training on specific topics.

BBS has a threefold impact:

**Educational Impact:** development of a managerial impact through the participants' learning process and the applied research. Over 1,000 participants from 100 countries in the world attend its 56 university and executive programs, along with various "custom" learning initiatives designed in collaboration with companies and other organizations. In 2020, BBS launched its ECCH case collection, "Taking Italian Excellence Global."

**Community Impact:** involvement of academics, students, alumni, and companies to disseminate knowledge and share experiences. The Alumni association was established in 2017 to cultivate its network of over 10,000 alumni and provide all members with opportunities.

**Entrepreneurial Impact:** promoting economic growth through entrepreneurial development and innovation projects. BBS Entrepreneurship Hub is integrated with the University of Bologna's entrepreneurship activities, encouraging students and faculty to create networking opportunities and facilitate access to resources.

For post-graduate and executive education, the Department works closely with Bologna Business School, the Business School of the University of Bologna, which offers more than 50 programs involving around 1,300 students from almost 100 countries every year.

### **BBS Initiative for Sustainable Society and Business**

Bologna Business School aims to become a European benchmark in translating interdisciplinary and cutting-edge research on ethics, responsibility and sustainability into management education programs and initiatives, thus providing a positive impact on business communities and society. BBS delivers management education programs and initiatives on sustainability, circular economy, and social innovation, and supports companies in their sustainability transition process. The Bbs Initiative for Sustainable Society and Business focuses on three main areas:

- **Learning:** refers to the BBS educational activities on sustainability management and climate change.

- **Dissemination:** highlights BBS's commitment to promoting and disseminating its research on ethics, responsibility and sustainability among its students, the academic community, business partners, and society.
- **Impact:** focuses on a set of initiatives that have a direct impact on BBS stakeholders and stimulate community outreach, both locally and globally.

### **EQUIS Accreditation**

BBS and DiSA collaborated for the prestigious international EQUIS accreditation system, issued to just 1% of the worldwide business schools by the EFMD-European Foundation for Management Development. So the BBS is now part of the small group of global business schools that meet the most stringent quality requirements for teaching staff, students, programs, practices of sustainability and diversity inclusion. With the accreditation of BBS, there are now four executive-level higher education schools as a part of the international EQUIS accreditation system in Italy.



*The New Campus, inaugurated in 2024, is located in front of Villa Guastavillani, the historic headquarters of Bologna Business School. It rises on the crest of the hill through the redevelopment and recovery of some existing buildings, covering a total area of 3,300 square meters. The project is designed to create a space where nature, history, and architecture seamlessly interact, offering learning environments that meet students' needs while emphasizing sustainability.*

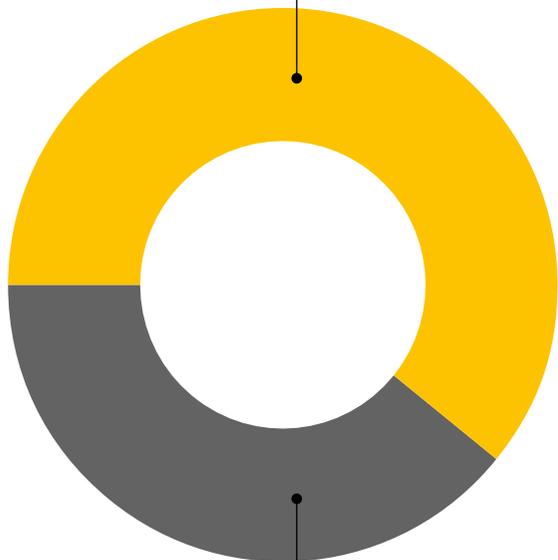




# Agreements

61%

23 ON-GOING  
BILATERAL  
RESEARCH  
AGREEMENTS



39%

15 ON-GOING  
BUSINESS  
AGREEMENTS

## FUNDING INSTITUTIONS - BILATERAL RESEARCH AGREEMENTS

AZIENDA UNITÀ SANITARIA LOCALE-IRCCS DI REGGIO EMILIA  
C.S.R. CONSORZIO SOCIALE ROMAGNOLO COOPERATIVA SOCIALE A R.L.  
CENTRO PROVINCIALE DI ISTRUZIONE PER GLI ADULTI  
COMUNE DI RAVENNA - U.O. POLITICHE E ATTIVITÀ CULTURALI DELL'AZIENDA USL DI BOLOGNA - DIPARTIMENTO DI SALUTE MENTALE E DIPENDENZE PATOLOGICHE  
FONDATION PARTENARIALE PARIS-DAUPHINE

FONDAZIONE BOLOGNA BUSINESS SCHOOL  
FONDAZIONE PER LA SCUOLA DELLA COMPAGNIA DI SAN PAOLO  
GHENT UNIVERSITY - FACULTY OF ECONOMICS AND BUSINESS ADMINISTRATION  
MONASH UNIVERSITY  
POLITECNICO DI MILANO  
RIVIERABANCA CREDITO COOPERATIVO DI RIMINI E GRADARA SOCIETÀ COOPERATIVA

## FUNDING INSTITUTIONS - BILATERAL RESEARCH AGREEMENTS WITHOUT GRANT

ASSOCIAZIONE RETAIL INSTITUTE ITALY  
ART-ER ATTRATTIVITÀ RICERCA TERRITORIO  
ASSOCIAZIONE NUOVE IDEE NUOVE IMPRESE  
CAMERA DI COMMERCIO DELLA ROMAGNA FORLÌ-CESENA E RIMINI  
"CAMERA DI COMMERCIO INDUSTRIA, ARTIGIANATO E AGRICOLTURA DI TARANTO INFOCAMERE S.C.P.A."  
CATÓLICA PORTO BUSINESS SCHOOL

CITTÀ METROPOLITANA DI BOLOGNA  
COMUNE DI BOLOGNA - SETTORE CULTURA E CREATIVITÀ  
CRIF CENTRALE RISCHI FINANZIARI  
L'ASSOCIAZIONE ITALIANA IMPRENDITORI PER UN'ECONOMIA DI COMUNIONE  
THE UNIVERSITY OF SHARJAH

## FUNDING INSTITUTIONS - ON-GOING BUSINESS AGREEMENTS

ALMAVICOO CENTRO UNIVERSITARIO PER LA FORMAZIONE E LA PROMOZIONE DELL'IMPRESA COOPERATIVA  
ART-ER S.CONS.P.A.  
ATLANTIC FLUID TECH SRL  
BI-REX - BIG DATA RESEARCH AND INNOVATION EXCELLENCE  
CARRARO S.P.A.  
CASSA DEPOSITI E PRESTITI S.P.A.  
COMUNE DI CESENA

COOPERATIVA NUOVA COOPSERVIZI S.C.C.  
COOPSERVICE SOC.COOP. P. A.  
ELEPHASE SRL SOCIETÀ BENEFIT  
FONDAZIONE MAST  
FORMA DEL TEMPO S.R.L.  
MAMA INDUSTRY S.R.L.  
REKEEP S.P.A.



38

ON-GOING AGREEMENTS



567.851.45 €

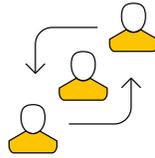
FINANCING

## DEPARTMENT OF MANAGEMENT OBSERVATORIES

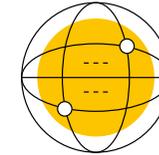
In the framework of the Department of Excellence project, The Department of Management has launched 7 Thematic Observatories between 2019 and 2022 and another one in 2023.

The research skills of the Department of Management are made available to the stakeholders' community.

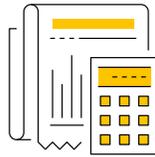
Each Observatory conducts research and training activities, data collection and analysis, monitoring, and dissemination in collaboration with a network of partners from the academy, industry, and societal organizations at the local and national levels.



Academic Mobility –  
Mobility



Oper.Lab:  
the Observatory for  
open innovation



Budget of Third  
Sector Institutions



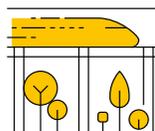
Social Impact  
Revolution: Finance &  
Entrepreneurship



Financial Advisory  
and Retail Investors



Sustainable  
Development



Local Public Services



Sport and  
Sustainability

## Oper.Lab

### REPORT ON OPEN INNOVATION IN THE EMILIA ROMAGNA REGION

In 2024 the “Open Innovation in Emilia Romagna Report 2023” was released. It was curated by Oper. Lab - Observatory for Open Innovation of the Department of Management, ART-ER, and CRIF providing an overview of Open Innovation in the region. The report aims to map the players of Open Innovation in Emilia Romagna, profiling them and tracing emerging trends, aspiring to share knowledge and promote interaction among different actors to strengthen an inclusive ecosystem.

### OPER.LAB WORKSHOPS FOR PARTNER COMPANIES

The Observatory has developed 3 workshops to encourage a collaborative and structured approach to accelerate and make the innovation processes of the partner companies more flexible. The first workshop aimed to experiment with new practices and tools of Open Innovation to bring them into the companies and connect with a network of innovators in the area. The second workshop's theme was about Opening up to the crowd and how to define a good challenge to collaborate with the crowd. The third workshop focussed on AI for Innovation Management.

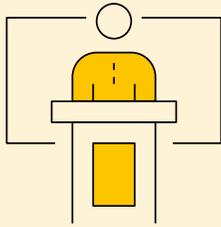
## Sport and Sustainability

### LAUNCH EVENT (MAY 2024, BOLOGNA)

The observatory is based on multidisciplinary expertise from the Department of Management and is aimed to be a reference point for the analysis of sustainability practices of sports organizations and promote change in the sports ecosystem towards sustainable development.

The launch event was held as part of the 2024 Festival of Sustainable Development, presented the Observatory and its projects, and provided an opportunity to discuss sustainability issues in sports with input from academics and experienced professionals.





## DEPARTMENT OF MANAGEMENT INTERNATIONAL CONFERENCES AND WORKSHOPS

In 2024 the Department of Management organised and collaborated on several events. It is intensely engaged in the organization of conferences at national and international levels, as occasions to share knowledge and create new synergies and collaborations.

### BIO-PLASTICS EUROPE FINAL CONFERENCE (JANUARY 2024, HAMBURG)

The event was the final conference of the H2020 BIO-PLASTICS EUROPE project - Developing and Implementing Sustainability-Based Solutions for Bio-Based Plastic Production and Use to Preserve Land and Sea Environmental Quality in Europe. Indeed, after four years of hard work, the 22 project partners from Europe and Malaysia, shared the key achievements in bio-based and biodegradable plastics. The conference took place in Hamburg and was joined by researchers, industrial players, experts, and decision-makers in the field of bioeconomy.

### THE EVOLUTION OF BUSINESS DOCTRINES IN CONTEMPORARY TRANSFORMATIONS (FEBRUARY 2024, BOLOGNA)

On the occasion of the 25th anniversary of Professor Ubaldo De Dominicis' passing, the Department of Management, in collaboration with the Italian Society for the History of Accounting - SISR, organized a seminar investigating the characteristics of the new capitalism and the criteria that make sustainable development a possible strategy. The Ordine dei Dottori Commercialisti e degli Esperti Contabili della Provincia di Bologna supported the initiative. The event was part of the department's third mission action, "FinaziariaMenti - financial DiSAperi pathways," which targeted the initiative at high school students.

### DIN-ECO PROJECT WORKSHOPS AND TRAINING (APRIL-MAY 2024, ONLINE)

The Department of Management was part of the EIT HEI Initiative DIn-ECO project - Boosting Digital Innovation and Transformation Capacity of HEIs in an Entrepreneurial ecosystem, aimed to increase the innovation and entrepreneurial capacity of the participating HEIs and enable their integration into European innovation value chains and ecosystems. The project consortium has developed specialized initiatives academics and non-academics:

- Workshop on identifying synergies with national and international education entities.
- 2nd cycle of seminars on research commercialization strategies, effective communication and negotiation skills, intellectual property and licensing, and building successful industry-academia partnerships.
- Business plan day
- Training Mentor Program for Startup Mentors

### FIELDS OF DATA: COLLECTING WEB DATA FOR MARKETING INSIGHTS (APRIL 2024, BOLOGNA)

The workshop was organized in collaboration with the Italian Marketing Society-SIM, and a methodological approach was proposed to ensure the validity of web data collected through web scraping and APIs in marketing. The goal was to help researchers identify reliable sources, comply with privacy regulations, and obtain consistent and relevant data for their analyses. In 2024, the Rimini campus of the Department of Management hosted also the Junior Faculty Climber Community Meeting of the Italian Marketing Society-SIM organized by SIM Consulta Junior.

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**1<sup>ST</sup> PRME WORLD TOUR RESEARCH PAPER DEVELOPMENT WORKSHOP (MAY 2024, BOLOGNA)**

The PRME World Tour Research Paper Development Program is a partnership between PRME and two of the world's leading international journals in the responsible management and business-in-society field, Business & Society and Journal of Business Ethics.

The PRME Regional Chapters offered one research paper development workshop during 2022-2024. The objective is to support early and mid-career scholars in bringing research to publication. The PRME World Tour also has a more general ambition of supporting the professionalization of the scholarly field of responsible management research.



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**EDUCATION FIRST: BRIDGING THE GAPS IN LAW, POLICY, AND GOVERNANCE (JUNE 2024, BOLOGNA AND ONLINE)**

In an era where education is universally acknowledged as a fundamental driver of societal progress, the interplay between education, law, policy, and governance becomes critically important. This lecture explored the inherent challenges and opportunities when educational advancements outpace the development and implementation of supportive legal and policy frameworks.

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**“SCIENCE2INDUSTRY” CO-CREATION WORKSHOP (JUNE 2024, ONLINE)**

The “Science2Industry” first co-creation workshop was a key initiative of the CheMatSustain Project - Implementing Innovative Methods For Safety And Sustainability Assessments Of Chemicals And Materials Particularly At Nano Level In The European Union, funded by the Horizon Europe program. It focused on fostering collaboration between researchers and industry professionals in nanomaterials. Research transfer plays a pivotal role in ensuring that reliable assessment methodologies are applied, maximizing the benefits of nanotechnology while minimizing potential risks, ultimately contributing to a more sustainable and responsible future. This interactive workshop explored cutting-edge methodologies, shared insights, and best practices to ensure a safe and sustainable future in nanotechnology.

**19TH EUFIN – THE CONFERENCE OF ACCOUNTING IN EUROPE (AUGUST 2024, BOLOGNA)**

The 2024 conference was held in Bologna with the collaboration of the Department of Management, and co-financed by Carisbo within the project “Non-financial disclosure, Education on “Sustainability” and sustainable reporting to Support Local Economies”. It offered parallel sessions to present and discuss academic research papers. In addition, panel sessions allowed academics, standard setters, regulators, practitioners, and other stakeholders to discuss current matters of interest to the European accounting community.



**DELIVERY PLATFORMS: IS A SUSTAINABLE BUSINESS MODEL POSSIBLE? (SEPTEMBER 2024, BOLOGNA)**

The event was organized in the framework of the BUMOLDS project - a Business Model for Local Delivery Platforms, funded by the Projects of Relevant National Interest program, to define a prototype of a local delivery platform that creates value by promoting and leveraging local resources while meeting local stakeholders’ needs. The event explored how local delivery platforms are revolutionizing the industry, highlighting the business model’s sustainability, support for local economies by leveraging local products and generating local jobs, and the efficiency and scalability of the business model.

**CURRENT CHALLENGES AND FUTURE PROSPECTS OF LAND USE AND MANAGEMENT IN ITALY (OCTOBER 2024, ONLINE)**

The online conference was organized as part of the Horizon Europe project EUROPE-LAND - Towards Sustainable Land-use Strategies in the Context of Climate Change and Biodiversity Challenges in Europe funded under the Horizon Europe program and focussing on integrating the natural and social sciences to identify, develop, test, and implement integrated tools to improve understanding of the factors underlying land-use decisions and stakeholder awareness and engagement regarding climate change and biodiversity challenges. The Department of Management organized the online conference as a project partner to investigate current and future challenges related to sustainable land use, focusing on the impact of climate change and biodiversity protection.

**TOP500 BOLOGNA (DECEMBER 2024, BOLOGNA)**

The conference presented the fourteenth edition of Top500 Bologna, the report dedicated to the economic trends of the top 500 companies in Bologna and its province, which was then attached to the newspaper Il Resto del Carlino. The conference was organized in collaboration with the Department of Management. This year, in addition to presenting general trends in the Bologna economy, the event delved into the dynamics and challenges of the “Automatic Machinery” supply chain, an excellence of Bologna’s area.

**NATIONAL WORKSHOP ON SOCIAL INNOVATION (DECEMBER 2024, BOLOGNA)**

The National Center of Competence for Social Innovation organized the national workshop as an opportunity for researchers, practitioners and policymakers to meet to strengthen the national community engaged on the topic of social innovation, following a multidisciplinary approach (from economics to sociology, from management to urban regeneration, from design to public policy studies, among others), to stimulate discussion on the relevance of social innovation research for public policy in Italy and Europe. The National Center of Expertise for Social Innovation was established in 2024 with support from the European Union’s Employment and Social Innovation Program and the European Social Fund Plus to disseminate technical expertise on social innovation. The Department of Management is part of the University of Bologna’s group of departments that established the Center.

## Dedicated to the DiSA community

### **TRAINING MEETING ON OPEN ACCESS (MARCH 2024, BOLOGNA)**

The meeting was part of the plan to approach the “Valutazione della Qualità della Ricerca/VQR 2020-2024” (Research Quality Assessment 2024-2024) to provide alignment on the Open Science topic and in particular of open access, with previsions and tools of the University.

### **DiSA DAY ON COMPETITIVE RESEARCH CALLS (MARCH 2024, BOLOGNA)**

The University of Bologna has long invested in competitive research, innovation, and education at regional, national, and international levels, organizing support services through the central Divisions and a network of Research Managers working in departmental and inter-departmental structures. Processes and services support the proposal submission phase, the implementation of funded projects, and the management of cross-cutting aspects. At the Department of Management, we organized a seminar to present the main funding opportunities for research, innovation, and education and the policies, tools, and support actions available at the university and department levels, thanks to the participation of the colleagues responsible for the central services. It was the occasion to get to know each other and discuss how to tackle the upcoming competitive challenges together.

### **DiSA RESEARCH DAY (SEPTEMBER 2024, BOLOGNA)**

The DiSA Research Day is an annual appointment of the Department, reserved for its community. This edition focused on the theme “Research and Teaching,” trying to reflect on how to bring research activities into the classroom to offer students a meaningful and stimulating learning experience.

The morning was full of events, starting with a panel discussion in which some colleagues shared their experiences, followed by two guests: the Director of the Department of Education Sciences, who spoke about innovation in teaching, and a foreign guest from INSEAD, who offered the perspective of a leading European university. In the afternoon,

as in previous years, we worked in groups on some issues related to the theme and then met in plenary and shared the work results.

The day was held on the new Bologna Business School campus, and at the end of the activities, there was a short tour of the campus.



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### DISA RESEARCH AWARD 2024

The Research Day was also an opportunity to present DISA Research Awards to researchers in the department who have distinguished themselves for their publications in ABS 4\* during the year.

### Simone Ferriani

- Now It Makes More Sense: How Narratives Can Help Atypical Actors Increase Market Appeal  
*Authors: Cutolo D., Ferriani S.*  
*Journal of Management*

### Magali Fia

- Organizing for transformative innovation policies: The role of social enterprises. Theoretical insights and evidence from Italy  
*Authors: Calderini M., Fia M., Gerli F.*  
*Research Policy*



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**Riccardo Fini**

- Are public subsidies effective for university spinoffs? Evidence from SBIR awards in the University of California system  
*Authors: Fini R., Perkmann M., Kenney M., Maki K.M. Research Policy*
- A New Take on the Categorical Imperative: Gatekeeping, Boundary Maintenance, and Evaluation Penalties in Science  
*Authors: Fini R., Jourdan J., Perkmann M., Toschi L. Organization Science*

**Gabriele Morandin & Marcello Russo**

- Humane Orientation, Work–Family Conflict, and Positive Spillover Across Cultures  
*Authors: Beham B., Ollier-Malaterre A., Allen T.D., Baierl A. et al. Journal of Applied Psychology*
- Missed Connections Between the Leadership and Work–Life Fields: Work–Life Supportive Leadership for a Dual Agenda  
*Authors: Kossek E.E., Perrigino M.B., Russo M., Morandin G. Academy of Management Annals*

**Laura Toschi**

- A New Take on the Categorical Imperative: Gatekeeping, Boundary Maintenance, and Evaluation Penalties in Science  
*Authors: Fini R., Jourdan J., Perkmann M., Toschi L. Organization Science*

**Elisa Villani**

- Employee Incentives and Family Firm Innovation: A Configurational Approach  
*Authors: Villani E., Linder C., De Massis A., Edleston K.A. Journal of Management*

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**DISA RESEARCH SEMINARS**

The Department has appointed a Seminar Committee to plan and organize research seminars reserved for DISA staff. The seminars are typically held every two weeks and usually occur at the Department main venue, and there is provision for online connection on the Teams platform. Seminars are always held in English.

The seminar committee is composed of a contact person for each of the department's disciplinary scientific areas of interest so that we can work on all areas of interest to our researchers.

In 2024, we hold 36 research seminars at DiSA, involving researchers from Europe and beyond. We thank the colleagues who joined us in Bologna to present their research papers, engaging us in meaningful academic discussions.

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**MY CUP OF TEA**

It is an internal initiative within the department, launched in January 2018 for the Ph.D. course in Management, to connect faculty and researchers with doctoral students. Each month, a faculty member discusses a working paper, research project, or the entire research journey with doctoral students from all cycles to share information and personal experiences. In 2024, we discussed competition in uncertain environments, sustainable finance, cultural sustainability, and territorial development to limit heritage educational poverty, entrepreneurial careers, and (super)diverse entrepreneurs in inclusive ecosystems.

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**PUBLIC-GOMAP PHD FORUM**

The P-GOMAP Board requests 1st and 2nd year students to build up a presentation of their research activity, which is delivered in an interdisciplinary context at the end of first year and in their Department in second year. In 2024, 22 first-year students and 14 second-year students presented their activity and had the chance to receive comments and feedback from a blind discussant not in their scientific-disciplinary field.



# RESEARCH GROUPS



# **BUSINESS ADMINISTRATION, ACCOUNTING & PERFORMANCE MEASUREMENT ECON-06/A**

## **Business Administration**

The research group explores the institutional, organizational, and administrative dimensions that, from a systemic perspective, shape the functioning of organizations and their economic and financial equilibrium over time. Key areas of study include the theory of the firm and business aggregates, strategies and business models, corporate governance, internal controls and risk management, the analysis and design of organizational structures and processes, corporate culture and ethics, social responsibility, and sustainability.

## **Financial Accounting**

The research group studies the impact of changes in accounting and financial reporting regulations, including their implications for capital-market participants, auditing and assurance practices, and financial and sustainability communication practices. Particular attention is devoted to accounting principles issued by international standard setters concerning accounting, auditing, assurance, ethics, non-financial information and sustainability reporting. The research also focuses on the regulation of business valuation criteria and business combinations, such as mergers and acquisitions.

## **Managerial Accounting**

The research group studies the provision and use of accounting in companies to understand how results are achieved and to support the identification of new value creation opportunities. This area of study, being interdisciplinary by nature, includes accounting and non-accounting performance measurement systems in private, public, and non-profit organizations. The main research topics include the development and effectiveness of performance management systems, the impact of digital technologies on the evolution of the managerial control, strategic control, strategic cost management, business analytics, and risk management.

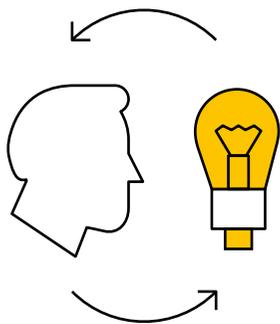
## **Public Accounting**

The research group focuses on accounting, performance measurement, accountability, governance and management systems in the public sector and for public services, identifying the conditions for their successful adoption, implementation and maintenance and exploring their features, underlying processes, actors and impacts.





# BUSINESS AND MANAGEMENT ENGINEERING IEGE-01/A



## Innovation management

This research area examines economic and managerial aspects related to technological innovation. One theme is related to digital transformation. A second theme is related to innovation financing mechanisms, including crowdfunding, venture capital, proof of concepts, and university seed.

## Sustainability Transition Management

The group deals with the design and implementation of systems for measuring and managing corporate performance, with a particular focus on sustainable transition. The research activity focuses on three distinct levels of analysis:

- Policy: topics related to transition scenarios of European regions and the impact of emission trading policies on hard-to-abate industries are addressed;
- Businesses and value chains: topics related to decarbonization strategies, circular economy, and sustainability reporting are studied through social network analysis methodologies.
- Individual: cognitive biases in sustainable operations and supply chain management processes are analyzed.

## Design of innovation process

The group studies and designs processes that facilitate product or service innovation. The topics touch on the integration of technology and collaborative frameworks to facilitate innovation processes, with an interest in innovative approaches (design thinking, open innovation, ..). The affiliation to oper. space, the innovation factory of the University of Bologna, contributes to a research that involves students, R&D teams and innovation intermediaries.

## Operations Management

This research area examines the economic and managerial aspects related to the corporate production system and supply chains, to effectively organize the internal operational processes of companies, build efficient supply chain relationships, and develop sustainable production strategies. Among the topics: Customer-supplier relationships and production localization.

## Entrepreneurship

The group studies issues related to the creation, growth and development of businesses, with a perspective on the entrepreneurial processes underlying the great changes and transformations of our society. Some topics are entrepreneurial behaviors, female and immigrant entrepreneurship, entrepreneurial teams, and organizational mechanisms to support entrepreneurship.

## Entrepreneurial universities

The group delves into the relationship between industry and universities, and studies the mechanisms that regulate technology transfer, patent development and intellectual property management. The topics covered include the role of universities in promoting student entrepreneurship, and the micro dynamics of knowledge transfer (motivational aspects, satisfaction and alignment of incentives).

## Science and Public Policy

The group examines the design, implementation, and evaluation of public policies in support of science, innovation, social cohesion, and sustainability. With multidisciplinary approaches and a rigorous study of evidence-based policy making, we study how public intervention can effectively address economic and social challenges.



## Corporate ownership and corporate governance

We study how various aspects of corporate ownership and governance impact shareholder value, the interests of other stakeholders (e.g., customers, suppliers, employees, and local communities), and the financing decisions of firms. Our research in this area includes examining the role of investor characteristics, the determinants of decisions made by individual and institutional investors, and the relevance of board characteristics (including diversity and cultural traits).

## Corporate valuation and corporate events

We study the major corporate events that may occur during a company's lifecycle, such as initial public offerings (IPOs), mergers and acquisitions (M&As), debt restructurings, divestitures, and spin-offs. Our research in this area includes analyzing the characteristics of IPOs, the timing and determinants of M&As, and the choices surrounding debt restructuring during periods of corporate distress. Additionally, we explore the application of real options techniques to corporate valuation.

## Corporate risk management

We examine how companies address their exposure to financial risks (e.g., commodity, interest rate, and currency) as well as non-financial risks (e.g., reputational), and study the impact of their risk management policies on stakeholders. In the context of non-financial risks, we also investigate how firms measure and manage their exposure to climate-related and ESG-related risks.

## Sustainable finance

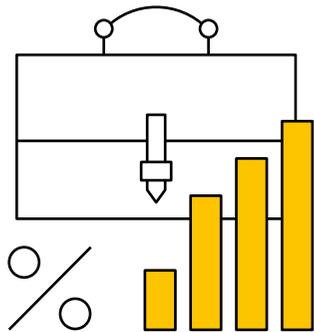
We investigate the challenges and opportunities arising from ESG- and climate-related disclosures, regulations, and investors' appetite, as well as the corporate responses in terms of investment and financing choices. With respect to corporate financing, we study sustainable and climate-specific financial instruments.

## Entrepreneurial finance:

We investigate the funding of seed and early-stage ventures by examining both "conventional" means, such as business angels and venture capitalists, and more recent alternatives, such as equity crowdfunding and P2P lending.

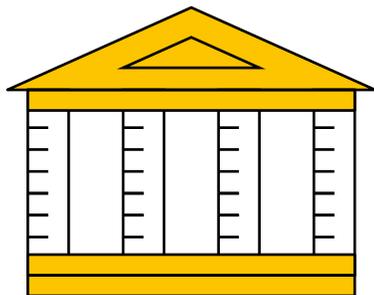
## Behavioral finance:

We study how psychological factors, cognitive biases, and cultural traits can influence a wide range of financial decisions, including the behavior of investors, the choices of managers, and the decisions made by entrepreneurs. In the context of firms, we then explore how these decisions impact firm value.





# FINANCIAL MARKETS AND INSTITUTIONS ECON-09/B



## Social impact investing and ESG factors

The literature has recently focused on social business models where the purpose of the investment is not purely the generation of a financial return but, above all, the pursuit of a sustainable social impact in the long term. In this case, one increasingly speaks of social impact investment. The strand of research related to ESG (Environment, Social, Governance) indicators within the Socially Responsible Investment (SRI) concept is no less critical. In this case, we are talking about intermediaries who invest in companies by looking at financial returns and a series of criteria that these companies must meet to protect the environment, the most disadvantaged social groups, and good governance practices. The funds often practise active shareholding to push these companies to take initiatives that are more in line with ESG criteria.

## SME financing and microfinance

SMEs play a dominant role in most economies - developed and underdeveloped - and the literature has extensively studied the sources of finance that characterize the life cycle of SMEs. In developing countries, SMEs are even more financially fragile, and about 70 per cent of small- and micro-sized enterprises (MSMEs) in emerging markets cannot access credit. Although these percentages vary considerably from region to region, the phenomenon is particularly prevalent in Africa and Asia. Microfinance, therefore, emerged as a solution to this problem. Impact investments focusing on environmental, social, and governance dimensions represent the group's new research interests.

## Efficiency and M&A strategies in the banking sector

The crises that have affected the financial system have shown how the evaluation of the performance of financial intermediaries depends not only on cost and revenue factors but also on corporate governance and regulatory aspects. In this context, it is essential to verify whether the restructuring of the banking system, which took place through aggregation operations that mainly involved smaller banks, will have the desired effects in terms of greater efficiency. In a banking system undergoing profound transformation, it is also essential to understand which business model can guarantee greater future profitability while respecting the system's stability. Digital transformation and artificial intelligence are the tools that will make Fintech an alternative and complementary way to traditional banking, helping redefine the future financial system.

## Corporate governance and banking system stability

The global financial crisis of 2008 and successive corporate scandals have increased the system's instability and called into question the effectiveness of current corporate governance (CG) structures and processes. It is, therefore, useful to understand the governance structure most conducive to effective and efficient decision-making, leading to the stated financial objectives and improved management oversight and risk management. Research topics include gender diversity, risk culture, attitudes, beliefs and behavior of board members and their contribution to value creation for the bank's stakeholders.

## Investments, savings, and financial education

As an economic policy tool, financial education is critical at the international and national level to encourage savers to make informed economic choices, increase their financial well-being, and prevent economic losses. With this in mind, the group's research complements that conducted at the national level by the Association of Economists of Financial Intermediaries (ADEIMF).

## Banking and insurance risk management

The management of risks of financial intermediaries has to deal with new and little-known risk factors. This stimulates research on the relationships between environmental, climate, cyber and 'misconduct' risks and banking activities regarding performance and spill-over effects on traditional risks.



# ORGANIZATION STUDIES

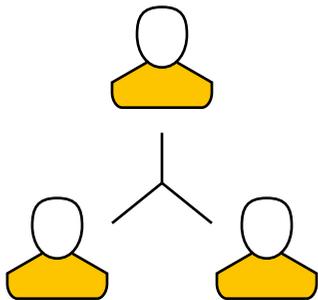
## 13/ECON-08

### Organizational Behaviors

Researchers specialized in this scientific area aims to generate new knowledge on the following topics: professional identity and organizational identification of people with particular attention to the development of future professional identity (future work self); analysis of group dynamics with particular attention to diversity, interpersonal relationships and group learning processes; impact of organizational culture on behaviors assumed by leaders and the role of leaders in promoting the achievement of a good work-life balance; analysis of behaviors that promote a perception of psychological safety in work groups; modeling of individual and organizational decision-making processes in conditions of uncertainty; study of individual social network relationships within and between organizations.

### People Management

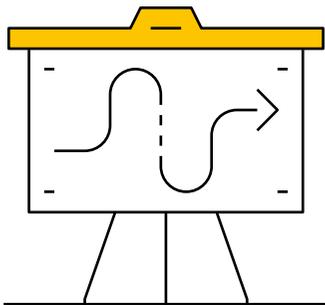
Researchers specialized in this scientific area aims to generate new knowledge on the following topics: analysis of the onboarding process with a particular interest in contextual factors and individual strategies and behaviors that can promote effective adaptation in the new work context; interaction between group size and group communication structure; effectiveness of work-family balance and diversity programs that can help create a climate of inclusion and a culture of well-being; integration of AI in the people management models.





## MANAGEMENT ECON-07/A

The Research Group in Management brings together two specialized sub-groups focused on advancing knowledge in Strategy and Marketing.



## MARKETING GROUP

### Consumer Behavior

This research area explores the firm-customer relationship from a customer-centric perspective, focusing on psychological and perceptual mechanisms and their effects on judgments, decision-making, and behaviors in product, service, and distribution contexts. Four primary topics are investigated: perceptual mechanisms, judgment and decision-making, well-being and responsible consumption, and consumer-technology interaction. In terms of perceptual mechanisms, the research examines context effects and the influence of temporal and psychological distance on consumers' mental representations, categorization, and choices. Judgment and decision-making analysis, on the other hand, focuses on consumer perceptions and the management of waiting times in services, service quality, longitudinal customer satisfaction, complaint handling, and service recovery. Research on public service engagement also provides insights to enhance customer involvement and satisfaction.

Researchers then analyze how subjective well-being drives responsible consumer behavior and anti-consumption actions, such as boycotts. Finally, in consumer-technology interactions, studies focus on consumer interactions with digital tools such as chatbots and virtual retail spaces. Methodologically, this area employs a wide range of approaches to capture consumer perceptions and responses, effectively using both qualitative methods (e.g., text mining, interviews) and quantitative methods (e.g., experiments).

### Data-Driven Marketing and Marketing Analytics

Today, the availability of data and advanced computational and analytical techniques (marketing analytics) is transforming the way we measure and quantify the effectiveness of marketing actions. The abundance of large-scale individual data (consumer, customer, company), advancements in analytical methods and digitalization, along with management's demand for more effective and reliable marketing tools, are driving and continuing to drive this change. The DiSA marketing group is experienced in this field of research. Specifically, faculty members in the group are actively involved in these specific research areas: measuring and analyzing the effectiveness of marketing tools throughout the customer journey; digital marketing and social media; text analysis for marketing research; channel and touchpoint selection; customer acquisition funnel, customer loyalty, and profitability; privacy management; and consumers' willingness to disclose personal information.

### Marketing Management and Strategy

DiSA faculty working in this area focus on understanding the effectiveness of various marketing strategies and developing theoretical frameworks to support the design of innovative, efficient, and effective strategies. Specifically, the group investigates these main research topics (among others): managing marketing activities in international contexts; managing sales channels, multi- and omni-channel strategies; effective use of communication in digital contexts, utilizing multimodal approaches to promote prosocial behaviors; the use of new technologies and virtual reality in sales and digital communication; the use of influencers as a communication tool; assortment management; and, finally, the adoption of prosocial and CSR-based policies by companies.



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## STRATEGY GROUP

The research group explores diverse topics crucial for firm success across various industries, including competitive analysis, decision-making processes, knowledge management, business model innovation, inter-organizational relationships, and growth and change strategies. The focus is on three core themes to provide unique, empirically based insights into contemporary strategic and managerial thought.

### **Strategy and Competitive Dynamics**

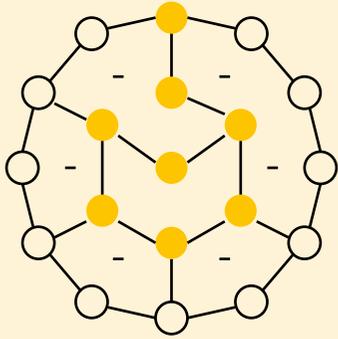
This area examines the relationship between firms' competitive and growth strategies and their environments. Research spans low- to high-tech firms, both in product and service industries. Competitive strategies in large, small, and medium-sized enterprises, as well as local and multinational companies, are investigated with an emphasis on the drivers of performance and the analysis of decision-making dynamics. The role of strategy in managing digital transformation in both mature and emerging industries is also explored. This research stream also examines competitive dynamics in creative industries. Additionally, the tourism industry is studied to uncover the effects of strategic orientation on hotel performance, cultural events, and destination management.

### **Strategy and Innovation**

This stream focuses on strategic choices of firms pursuing innovative actions, such as disruptive innovations, new business models, social innovations, and open innovation. It investigates how firms' innovations evolve with technological advancements in their industries. Additionally, this research stream examines the analysis of platforms and ecosystems, focusing on how digital platforms shape business strategies, influence market structures, and create value through network effects. The role of ecosystems in fostering innovation and collaboration among diverse stakeholders, including startups, established firms, entrepreneurial support organizations, and academic institutions, is also studied. Other areas of interest include the role of women in management, the circular economy, and university-industry technology transfer.

### **Strategy, Networks, and Entrepreneurship**

This research stream examines the impact of social networks on performance outcomes, such as knowledge transfer, discovery and exploitation of entrepreneurial opportunities, survival, and firm growth. The dynamics of inter-organizational social capital in vertical business networks and its effect on innovation and knowledge transfer processes are studied. Specific topics related to entrepreneurship include new venture creation, development, growth, the characteristics and behaviors of entrepreneurs, international entrepreneurship, migrant and woman entrepreneurship, entrepreneurial teams, and the institutional and policy mechanisms supporting entrepreneurship. There is also a focus on the origins of exceptional entrepreneurial outcomes and innovations in cultural production.



## RESEARCH AREAS

DiSA's researchers are structured into research groups and related subgroups. They also carry out study activities on numerous areas that cut across the research groups.

ACCOUNTING STANDARDS

ARTIFICIAL INTELLIGENCE

BUSINESS ETHICS

CAPITAL BUDGETING AND CORPORATE FINANCING POLICIES

COMPETITIVE AND COOPERATIVE INTERACTIONS

CONSUMER COGNITIVE PSYCHOLOGY

CORPORATE GOVERNANCE

CORPORATE STRATEGY

CUSTOMER RELATIONSHIP MANAGEMENT

DIGITAL TRANSFORMATION

DIVERSITY, EQUITY, INCLUSION

ENTREPRENEURSHIP

FAMILY BUSINESS

FINANCE AND THE SOCIETY

FINANCIAL ACCOUNTING

GOVERNMENT ACCOUNTING

GOVERNMENT POLICY REGULATION AND SUPERVISION

HUMAN RESOURCES

INDIVIDUAL DECISION MAKING

INTERCULTURAL RELATIONS

INTERNATIONAL FINANCIAL MARKETS

INTERNATIONAL MANAGEMENT

MANAGEMENT ACCOUNTING

MARKETING ANALYTICS

NEW VENTURE OPPORTUNITIES STRATEGIES AND RESOURCES

OPEN INNOVATION

OPERATIONS AND SUPPLY CHAIN MANAGEMENT

ORGANIZATION THEORY

ORGANIZATIONAL BEHAVIOR

PLATFORM ECOSYSTEMS

POLICY MAKING

PUBLIC AND NONPROFIT

RETAILING

RISK MANAGEMENT

SOCIAL ISSUES IN MANAGEMENT

SOCIAL MEDIA AND SOCIAL NETWORK

STAKEHOLDER BEHAVIORS RELATIONSHIPS AND SYSTEMS

STRATEGIC MANAGEMENT

SUSTAINABILITY

TEAM LEADERSHIP

TECHNOLOGY AND INNOVATION MANAGEMENT





COMPETITIVE  
PROJECTS  
STARTED  
IN 2024

# SESG-Integrated Platform for Enhanced Analysis of Environmental, Social, and Governance (ESG) Reports

## NATIONAL PROJECTS



Organizations are increasingly expected to perform and implement sustainability-related practices and targets and report these efforts transparently. The project responds to the growing complexity and volume of ESG data, necessitating more sophisticated tools for practical analysis and interpretation. SESG aims to develop a platform for supporting the analysis of non-financial disclosure statements of ESG data from DNF (“Dichiarazione Non-Finanziaria”) and sustainability reports and to simulate the coherence of indicators data from real-world scenarios. The platform will leverage advanced analytics and visualization tools to foster informed decision-making and deepen insights into sustainability practices and actions

The objectives include consolidating diverse ESG data sources into a single database and integrating traditional data processing with advanced technologies like NLP and LLMs to interpret ESG reports and generate actionable insights. SESG will also perform simulations on ESG metrics derived by data coming from the field: using a cockpit simulator diverse drivers style data will be collected about drivers wellness, engines efficiency and consumes. This data will be feed some environmental (carbon footprint) and social KPIs (like the risk of accidents in 30 Zones).

### FUNDING AGENCY

ITALIAN MINISTRY OF UNIVERSITY AND RESEARCH (MUR)

### FINANCING PROGRAM

ITALIAN NATIONAL RECOVERY AND RESILIENCE PLAN – SPOKE 9

### DISA ROLE

PARTNER

### DISA TEAM LEADER

MATTEO MURA

### DISA TEAM MEMBER

MARIOLINA LONGO

### PROJECT COORDINATOR

IFAB – INTERNATIONAL FOUNDATION BIG DATA AND ARTIFICIAL INTELLIGENCE FOR HUMAN DEVELOPMENT

### PROJECT PARTNERS

BPER (IFAB)

CONFINDUSTRIA EMILIA CENTRO (IFAB)

CRIF (IFAB)

EMILBANCA (IFAB)

IFAB – INTERNATIONAL FOUNDATION BIG DATA AND ARTIFICIAL INTELLIGENCE FOR HUMAN DEVELOPMENT

SII - TRANSVERSAL RESEARCH GROUP ON SOCIETAL IMPLICATIONS AND IMPACT

UNIVERSITY OF BOLOGNA

UNIVERSITY OF SALENTO

UNIVERSITY OF NEAPLES

### DURATION

START DATE SEPTEMBER 2024 - END DATE AUGUST 2025



Funded by the European Union Next Generation EU

# CheMatSustain - Implementing innovative methods for safety and sustainability assessments of chemicals and materials particularly at nano level in the European Union

The Chemicals Strategy for Sustainability (CSS) has been adopted, which aims to tackle the challenge of producing and using chemicals to address societal needs while respecting the planetary boundaries and safeguarding people and ecosystems by dealing with pollution from all sources.

This CSS challenge gets operationalized through the development/implementation of two key R&I actions: the Strategic Research and Innovation Plan and the Safe and Sustainable by Design framework.

The project CheMatSustain will not only study the quantum effects from a fundamental point-of-view (by DFT means) but also by identifying and measuring them through experimental techniques (high-resolution analysis, XPS, and UPS), and determining the specific molecular recognition through their interaction with the environment, which is a quantum mechanical effect (invitro, microfluidic in-vitro, and in-vivo models and proteomics and transcriptomics and methods).

The obtained information on these descriptors will then be integrated to develop novel in silico models for prediction (eco)toxicity properties of advanced materials. Finally, in-silico model prediction results will be combined to develop a new methodology for the complementary use of Risk Assessment and LCA to improve criteria for the SSbD implementation framework.

The work has been divided into eight work packages, and the duration of the project is 48 months.

## FINANCING PROGRAM

HORIZON EUROPE

## OTHER UNIBO DEPARTMENTS INVOLVED

DEPARTMENT OF CIVIL, CHEMICAL, ENVIRONMENTAL, AND MATERIALS ENGINEERING (DICAM)

## DISA TEAM LEADER

ANGELO PALETTA

## DISA TEAM MEMBERS

GENC ALIMEHMETI, LEONARDO CORBO, LUCA MAZZARA, MARIO MIOZZA. LAURA TOSCHI (MEMBER OF THE PROJECT ADVISORY BOARD)

## CONSORTIUM

ALFRED-WEGENER-INSTITUT HELMHOLTZ-ZENTRUM FÜR POLAR UND MEERESFORSCHUNG - GERMANY

ALMA MATER STUDIORUM – UNIVERSITY OF BOLOGNA - ITALY

EURSKEM B.V – THE NETHERLANDS

GERMAN UNIVERSITY OF APPLIED SCIENCES – DHAW (COORDINATOR) - GERMANY

IVL SWEDISH ENVIRONMENTAL RESEARCH INSTITUTE - SWEDEN

LODZ UNIVERSITY OF TECHNOLOGY - POLAND

PROTOQSAR 2000 SL - SPAIN

TECHNICAL UNIVERSITY OF DENMARK – THE NETHERLANDS

THE MANCHESTER METROPOLITAN UNIVERSITY – UK / ASSOCIATED PARTNER

UNIVERSITY OF LODZ - POLAND

UNIVERSITY OF URBINO CARLO BO - ITALY

## DURATION

JANUARY 2024 – DECEMBER 2027

EUROPEAN  
PROJECTS



The project CheMatSustain under No. 101137990 has received funding from the European Union under the Horizon Europe Program.

# COORDINATE-COhort cOmmunity Research and Development Infrastructure Network for Access Throughout Europe

## EUROPEAN PROJECTS



The project continues the research initiated in the ‘Measuring Youth Well-Being’ (MyWEB) and the ‘European Cohort Development Project’ (ECDP) projects, which will support elements of the preparatory phase of Europe’s first cross-national accelerated birth cohort survey of child well-being: - Growing Up in Digital Europe (GUIDE).

COORDINATE aims to mobilize the community of researchers and organizations to drive the coordinated development of comparative birth cohort panels and associated survey research in Europe, focusing on children’s wellbeing. The project will promote the harmonization of and improve access to international survey data, particularly panel survey data, in studying children’s and young people’s well-being as they grow up.

### FINANCING PROGRAM

HORIZON 2020

### OTHER UNIBO DEPARTMENTS INVOLVED

DEPARTMENT OF ECONOMICS (LEADING UNIBO DEPARTMENT)

### DISA TEAM LEADER

MATTEO VIGNOLI

### CONSORTIUM

ALMA MATER STUDIORUM - UNIVERSITY OF BOLOGNA, DEPARTMENT OF ECONOMICS SCIENCES AND DEPARTMENT OF MANAGEMENT - ITALY

CAPSTAN

CENTERDATA – THE NETHERLAND

CONSORTIUM OF EUROPEAN SOCIAL SCIENCE DATA ARCHIVES AND ERIC, EUROPEAN RESEARCH INFRASTRUCTURE CONSORTIUM - NORWAY

EUROPEAN CENTER FOR SOCIAL WELFARE POLICY AND RESEARCH - AUSTRIA

FRENCH INSTITUTE FOR DEMOGRAPHIC STUDIES – INED - FRANCE

GEARY INSTITUTE, UNIVERSITY COLLEGE DUBLIN - IRELAND

GESIS – LEIBNIZ INSTITUTE FOR THE SOCIAL SCIENCES - GERMANY

INSTITUE OF SOCIAL SCIENCES IVO PILAR - CROATIA

IPSOS - ITALY

KANTAR PUBLIC - UK

MANCHESTER METROPOLITAN UNIVERSITY - UK

POMPEU FABRA UNIVERSITY, RESEARCH AND EXPERTISE CENTER FOR SURVEY METHODOLOGY - SPAIN

ROYAL NETHERLANDS ACADEMY OF ARTS AND SCIENCES – THE NETHERLANDS

SCIENCE AND RESEARCH CENTER KOPER - SLOVENIA

UNIVERSITY COLLEGE LONDON - UK

UNIVERSITY INSTITUTE OF LISBON - PORTUGAL

UNIVERSITY OF ESSEX - UK

UNIVERSITY OF HELSINKI - FINLAND

### DURATION

APRIL 2021 – MARCH 2025. THE INVOLVEMENT OF THE DEPARTMENT OF MANAGEMENT TAKES EFFECT FROM MAY 2024.



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101008589

# ESG4PMChange - The ESG Imperative for the Project Management World: Alliance for Developing and Empowering Changemakers

The project aims to enhance the integration of Environmental, Social, and Governance (ESG) considerations into the project management domain, address skills mismatches and shortages, and foster innovative competence-oriented learning ecosystems to empower future project management professionals.

The ESG4PMChange project is a unique opportunity for Higher Education Institutions, Vocational Education and Training providers, Project Management professional associations, and Small and Medium-sized Enterprises to collaborate and co-create innovative solutions to address sustainability challenges in project management, boost innovation through cooperation and knowledge sharing, and create a large-scale multiplier effect for powerful change with the potential to be transferred across Europe and worldwide.

The overall objective of the ESG4PMChange project is to bridge the gap between ESG demands and the current state of project management education and training.

The project's objectives are designed to explore dynamic job market needs and disruptive trends, develop and implement a comprehensive ESG PM framework, design and pilot a problem-oriented curriculum, self-paced training programs, a professional mentorship scheme, and establish enabler-driven Living Labs as a platform for innovation and collaboration.

The learning ecosystem, comprising formal (problem-oriented curriculum model), non-formal (self-paced training program), and informal learning (professional mentoring program and Living Labs), reflects the needs of the job market and ensures that learners are equipped with the skills and knowledge required to contribute to sustainable and resilient businesses and have a positive impact on society.

The complementarity of the combined elements of the program provides a holistic approach to learning that reflects the needs of the job market and ensures that learners are prepared for the evolving demands of the project management profession.

## FINANCING PROGRAM

ERASMUS PLUS

## DISA TEAM LEADER

MATTEO VIGNOLI

## DISA TEAM MEMBERS

ALESSANDRO GRANDI, SARA ZANNI, FRANCESCA REGOLI, CLAUDIA PACCIOLOLA

## CONSORTIUM:

ALMA MATER STUDIORUM – UNIVERSITY OF BOLOGNA - ITALY

ENERGY NET DOO - SERBIA

ESG EDU-LAB - SERBIA

FOUNDATION ACADEMY OF BANKING AND INFORMATION TECHNOLOGY NORTH

FUTURE FOOD INSTITUTE - ITALY

HIGHER EDUCATIONAL INSTITUTION - INSTITUTE FOR BUSINESS - MACEDONIA

PMI POLAND CHAPTER - POLAND

PMI UDRUGA ZA UPRAVLJANJE PROJEKTIMA HRVATSKA - CROATIA

PROJECT MANAGEMENT ASSOCIATION-PMI SERBIA CHAPTER - SERBIA

PROJECT MANAGEMENT INSTITUTE NORTHERN ITALY CHAPTER APS - ITALY

REVAS SPOLKA Z OGRANICZONA ODPOWIEDZIALNOSCIA - POLAND

SPARKY SOLUTION D.O.O. - CROATIA

STEFAN VUCKOVIC PREDUZETNIK POSLOVNI KONSALTING - SERBIA

SYNTEA SPOLKA AKCYJNA – POLAND

UNIVERSITY OF INFORMATION TECHNOLOGY AND MANAGEMENT IN RZESZOW - POLAND

UNIVERSITY OF NOVI SAD (COORDINATOR) - SERBIA

UNIVERSITY OF SPLIT - CROATIA

## DURATION

NOVEMBER 2024-DECEMBER 2027

EUROPEAN  
PROJECTS



esg<sup>4</sup>PMChange



Funded by  
the European Union

# DigiSE5.0-Unlocking the capacity of future social entrepreneurs to effectively drive digital transition by embedding a forwardlooking and competence-oriented training program in Social Economy Education

## EUROPEAN PROJECTS



Digi5.0 aims at supporting SE educators to equip students with digital skills to drive SE digital transition by exploiting the educational potential of Digital Value Creation Labs. To this end, the project aims to offer flexible training pathways and resources for educators to integrate DVCLabs into their settings; and a mutli-stakeholder, competence- and challengebased Curriculum to develop students' digital skills, innovative initiative-taking, and creativity to accelerate SE digital transition. The project activities include research activities (mapping, surveys,interviews), co-design sessions leading to a Blended Capacity Building Program targeted to HEIs educators and delivered through International Training, MOOC and Webinars; and development of the DigiSE5.0 Curriculum targeted to SE students and co-created through DVCLabs in PL, GR, IT,BE; delivered through a short-term Accelerator Program (piloting).

### Expected results:

- Capacity Building Program to train SE educators through a Living Labs seminar and a MOOC on how to effectively equip their students to drive SE digital transition
- Develop DigiSE5.0 curriculum and deliver innovative competence- and challenge-based learning activities powered by DVCLabs, to students of SE faculties
- Demonstrate and promote the educational potential of DVCLabs within SE through an Accelerator Program and Policy recommendations.

### FINANCING PROGRAM

ERASMUS PLUS

### DISA TEAM LEADER

FEDERICA BANDINI

### DISA TEAM MEMBERS

DANIELA BOLZANI, PAOLA CANESTRINI, FRANCESCA REGOLI

### CONSORTIUM

ALMA MATER STUDIORUM – UNIVERSITY OF BOLOGNA - DEPARTMENT OF MANAGEMENT - ITALY

ARISTOTLE UNIVERSITY OF THESSALONIKIS - GREECE

COOPERATIVES EUROPE ASBL - BELGIUM

KRAKOWE UNIVERSITY OF ECONOMICS - POLAND

REGIONAL DEVELOPMENT AGENCY SA – POLAND (COORDINATOR)

STIMMULI FOR SOCIAL CHANGE O.E. - GREECE

### DURATION

SEMPTEMBER 2024-FEBRUARY 2027



# KALEIDOS - Quadruple-helix-based knowledge valorisation best practices to transition to an Open Science innovation management model

KALEIDOS brings together research and innovation managers and advisors from a group of 4 European universities and one SME with strong competence on Knowledge Valorisation (KV) and Open Science (OS) that will, in partnership with a low-intensive KV university, collaborate for competence exchange and development, cross-learning and skill sharing, and network building and consolidation, and quadruple-helix (QH) interaction-based knowledge valorisation best practices (KVBP). They will share their KVBP and enhance them by embedding actions with QH stakeholders of their local ecosystems throughout all research stages (from challenge definition to establishment of multidisciplinary research and innovation teams, generation of innovations to respond to existing needs, design of project concepts and funding applications, and actual project implementation and advancement of results to the market). Ultimately, this process will develop a comprehensive set of social innovation

and OS approaches and practices, to be piloted and assessed within universities and with their ecosystems through a new set of indicators for measuring OS and social innovation impact. KALEIDOS will also define, with QH actors, the OS professional profiles for both researchers and managers and the associated capacity-building training Programs for universities and research centers. Generated resources, action plans, guidelines, and peer-sharing professional network will be made available for any university or research center to replicate the exercise adapted to their specific context and needs. Policy recommendations will be developed at national and European level to contribute to the European advancement of the OS policy framework. Ultimately, KALEIDOS aims to consolidate a methodology and associated tools and guidelines to help universities and research centers in their transition towards an OS and social innovation management approach at all stages of research.

## FINANCING PROGRAM

HORIZON EUROPE

## DISA TEAM LEADER

AZZURRA MEOLI

## DISA TEAM MEMBERS

ROSA GRIMALDI, FEDERICO MUNARI, GIUSY GRIECO

## CONSORTIUM

ALMA MATER STUDIORUM-UNIVERSITY OF BOLOGNA - ITALY

UNIVERSITAT AUTONOMA DE BARCELONA

UNIVERSITY OF HAIFA - ISRAEL

UNIVERSITY OF KARLSTAD - SWEDEN

UNIVERSITY OF LORRAINE - FRANCE

WEDO PROJECT INTELLIGENCE MADE EASY SL (COORDINATOR)

## DURATION

FEBRUARY 2024 - JULY 2026

EUROPEAN  
PROJECTS



Funded by  
the European Union

This project has received funding from the  
European Union under grant agreement  
no 101132079

# IMAGE-Upskilling paths for HR professionals to Improve AGE management

EUROPEAN  
PROJECTS



The project aims at the following specific objectives:

- To review and update the curriculum of HR professionals at the European level, by integrating knowledge and skills related to diversity management in the workplace
- To develop a VET course provides HR managers with the knowledge and tools necessary to understand and adequately address the needs of different age groups
- To promote the diffusion of best practices related to age management and the development of inclusive business strategies

The following activities will be carried out:

- comparative analysis of existing qualifications
- preliminary survey among professionals, experts, and external stakeholders
- joint staff training event in Greece
- delivery of pilot courses in partners' Countries
- Short-term mobility of learners in Italy
- comparative analysis of current policies
- research of best practices at national and European level
- organisation of thematic round tables
- multiplier events in partner Countries

The IMAGE partners will cooperate to produce a wide range of concrete results under an extensive and integrated approach, which will generate an impact on different levels and target groups. The main tangible results envisaged are:

- Updated description of the HR manager professional profile
- Blended training course targeted to HR managers
- Guidelines for the development of inclusive business strategies in HR management
- Comparative analysis of current policies
- Policy recommendation

## FINANCING PROGRAM

ERASMUS PLUS

## DISA TEAM LEADER

LUDOVICO BULLINI ORLANDI

## DISA TEAM MEMBERS

DANIELA BOLZANI

## CONSORTIUM

ALMA MATER STUDIORUM-UNIVERSITY OF BOLOGNA - ITALY

EUROPEAN ASSOCIATION FOR VOCATIONAL TRAINING - BELGIUM

BULGARIAN ASSOCIATION FOR PEOPLE MANAGEMENT - BULGARIA

SG INTERNATIONAL BUSINESS SCHOOL - FRANCE

STUDIO SAPERESSERE SRL (COORDINATOR) - ITALY

TECHNICAL UNIVERSITY OF KOŠICE - SLOVAKIA

## DURATION

DECEMBER 2024 – OCTOBER 2027



Co-funded by  
the European Union

This project has received funding from the European Union under grant agreement no 101132079.

# SEED2SCALE-SEEDing competences TO SCALE up social innovation ecosystems

The SEED2SCALE project aims to establish and activate 5 National Competence Centers for Social Innovation (NCCs) in the involved partner Countries: Croatia, Greece, Italy, Romania, and Slovenia. It builds on the legacy of the SEED project developed between 2021 and 2023 in 4 of the mentioned Member States (all except Croatia), where the blueprints for the Competence Centers were outlined in a co-design process involving not only the project partners but also a broader ecosystem of stakeholders.

The ambition of SEED2SCALE is to reach a more mature stage of the National Competence Centers for Social Innovation, where each of them can rely on a defined legal framework and has developed and implemented effective and shared governance and business models. This process includes a deeper analysis of the contextual frameworks in each Country, as well as a constant dialogue with the ESF+ Managing Authorities and the ecosystems of innovation (including the lower level of governance, the private for-profit sector, the nonprofit sector, community-based groups, and individual innovators). This exchange will be crucial in the process of better defining the competencies that the NCCs have to develop to play a relevant role in fostering new relationships within the SI ecosys-

tems, identifying, supporting, and upscaling best practices, offering professional resources, raising awareness and knowledge of the impact of the Social Innovation approach on many policies.

By adopting the systemic approach, SEED2SCALE implements the following actions to reach the expected outputs:

- the establishment of 5 National Competence Centers for Social Innovation with defined organisational structure, mission, and governance;
- the activation of the Core competencies that each NCC should offer, through a needs assessment, the development of the Competences Portfolio and its testing, validation, and consolidation through the performance of 5 pilot projects in the Partner Countries;
- the collaboration with an extended network of public authorities and national stakeholders in co-designing National Strategies and Action Plans on Social Innovation. This activity includes the effort to involve the private sector in the financial sustainability of Social Innovation policies and actions that will be identified in the National Strategies and Action Plans;
- the development and implementation of Online National Platforms as NCCs resource center hubs, meaning the online interface where

information, services, resources, tools, and best practices will be available and easily accessible (in national languages) for a growing audience of potential beneficiaries;

- the participation in a transnational network of organizations committed to creating NCCs in all EU Member States and the development of opportunities for peer learning and transnational exchange of knowledge.

## FINANCING PROGRAM

ESF+ SOCIAL INNOVATION+ INITIATIVE

## OTHER UNIBO DEPARTMENTS INVOLVED

ECONOMICS (LEADING DEPARTMENT) - DSE

ARCHITECTURE - DA

THE ARTS - DAR

SOCIOLOGY AND BUSINESS LAW - SDE

POLITICAL AND SOCIAL SCIENCES - SPS

## DISA TEAM LEADER

GIUSEPPE TORLUCCIO

## DISA TEAM MEMBERS

FEDERICA BANDINI, MAGALÌ FIA

EUROPEAN PROJECTS



Funded by the European Union Next Generation EU



**CONSORTIUM**

ACT GROUP - THE NETHERLANDS

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AGENZIA PER LA COESIONE TERRITORIALE – MANAGING AUTHORITY PN METRO PLUS - ITALY

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AGRICULTURAL UNIVERSITY OF ATHENS - GREECE

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ALMA MATER STUDIORUM – UNIVERSITÀ DI BOLOGNA - ITALY

---

BSC KRANJ DEVELOPMENT COMPANY - SLOVENIA

---

CENTER FOR SPACE TECHNOLOGIES HERMAN POTOCNIK NOODUNG - SLOVENIA

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CHAMBER OF COMMERCE AND INDUSTRY OF PRIMORSKA - CROATIA

---

DEVELOPMENT AGENCY KOZJANSKO - CROATIA

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DEVELOPMENT AGENCY OF KARDITSA - GREECE

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EURICSE - ITALY

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FONDAZIONE GIACOMO BRODOLINI S.R.L. SB - ITALY

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GRUPUL DE CONSULTANȚĂ PENTRU DEZVOLTARE DCG SRL - ROMANIA

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HASHNET D.O.O. - SLOVENIA

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HASHNET, DISTRIBUIRANE TEHNOLOGIJE D.O.O. - SLOVENIA

---

HIGHER INCUBATOR GIVING GROWTH & SUSTAINABILITY - GREECE

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HRVATSKI POSLOVNI SAVJET ZA ODRŽIVI RAZVOJ - CROATIA

---

IMPACT HUB LJUBLJANA - SLOVENIA

---

INSTITUTE FOR ECONOMIC DEMOCRACY - SLOVENIA

---

KOINSEP ELECTRA ENERGY - GREECE

---

KOLLEKTIVA FOR SOCIAL INNOVATION AND CULTURE NON PROFIT CIVIL PARTNERSHIP - GREECE

---

LDK SOCIOECONOMIC DEVELOPMENT CONSULTANTS P.C. – GREECE

---

MINISTRY OF SOCIAL COHESION AND FAMILY AFFAIRS - GREECE

---

MINISTRY OF LABOUR AND SOCIAL AFFAIRS - MANAGING AUTHORITY NP SOCIAL INCLUSION - ITALY

---

MINISTRY OF LABOUR, PENSION SYSTEM, FAMILY AND SOCIAL POLICY - ITALY

---

MUNICIPALITY OF TORINO (COORDINATOR) - ITALY

---

PEOPLE’S UNIVERSITY OF SOCIAL SOLIDARITY ECONOMY “UNIVSSE COOP” - GREECE

---

POLITECNICO DI MILANO -ITALY

---

POLITECNICO DI TORINO - ITALY

---

POSLOVNA INTELIGENCIJA D.O.O. - CROATIA

---

PRIZMA FOUNDATION - SLOVENIA

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RAZVOJNA AGENCIJA GRADA NOVSKE NORA - CROATIA

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RESEARCH ORGANISATION FOR THE COMMONS AND PEER-TO-PEER PRACTICES - GREECE

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SKLAD 05 - USTANOVA ZA DRUŽBENE NALOŽBE - SLOVENIA

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SOCIAL AND SOLIDARITY ECONOMY (SSE) ORGANISATIONS ASSOCIATION OF THE SOUTH AEGEAN -GREECE

---

SOCIAL PROTECTION INSTITUTE OF THE REPUBLIC OF SLOVENIA - SLOVENIA

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TECHNOLOGY PARK LJUBLJANA - SLOVENIA

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UDRUGA MLADIH NOVSKA – CROATIA

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UNIVERSITY OF ZAGREB, FACULTY OF ECONOMICS – CROATIA

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UNIVERSITY OF ZAGREB, FACULTY OF PHILOSOPHY - CROATIA

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URBAN MUNICIPALITY OF KRANJ - SLOVENIA

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**DURATION**

JUNE 2024 – JUNE 2027

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Co-funded by  
the European Union





# PEOPLE





# PEOPLE FACULTY



**FABIO ANCARANI**  
*Full Professor*

Fabio teaches Marketing Management and international marketing. He is Scientific Director of the Executive Master in Sales and Marketing. He has been a Visiting Scholar at the Robert H. Smith School of Business - University of Maryland (USA) and a Visiting Professor at the European School of Management (ESCP-EAP) in Paris. He took part in the ITP world's leading faculty-development program at the Stockholm School of Economics. He is the co-author of the Italian edition of Kotler Keller Chernev Ancarani Costabile, Marketing Management, edited by Pearson.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31 | M16



**SELENA AURELI**  
*Associate Professor*

Selena teaches Financial reporting, Management accounting, Sustainability and social reporting. She is Program Director of the International Bachelor Degree in Financial and Business Management at Rimini Campus. She holds a Ph.D. in Business Administration. Her research and publications cover the fields of performance measurement, management, and the reporting of non-financial performance. Her work focuses on tourism organisations and small and medium-sized enterprises. She is also involved in research on cultural heritage.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M41



**EMANUELE BAJO**  
*Full Professor*

Emanuele is the Deputy Head of Research of the Department of Management, Associate Dean at the University of Bologna Business School (BBS) and member of the Consultative Working Group of the European Securities and Markets Authority (ESMA). His research interests and major publications are mainly related to IPO, Household Finance and Corporate Risk Management. He has published numerous articles in prestigious finance journals among others, Journal of Financial Economics and Journal of Corporate Finance). He is also Honorary Professor at the University of Queensland and formerly Adjunct Professor at Boston College, Johns Hopkins University and San Diego State University.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

FINANCE

**JEL CODE**

G11 | G24 | G31 | G32 | G41



**MARIA-GABRIELLA BALDARELLI**  
*Associate Professor*

Maria-Gabriella teaches Financial, social and environmental accounting and reporting. She is Business Economics graduate course director and delegated by the Department to Emilia-lab Network. Her research interests include ethical, social and environmental accounting; populism and accountability; economy of communion; accounting history, accessible tourism. She won the Emilia-Romagna Region competition for Social innovators 2019. She is a member of CSEAR, EBEN and of the EU project-EX-COVER.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M14 | M4 | I24 | Q56



**FRANCESCO BALDI**

*Associate Professor*

Francesco teaches Corporate Finance, Finance Laboratory, and Financial Products and Markets. He holds a Master's degree in Finance (Sapienza University of Rome), a Master's degree in Applied Econometrics (Ezio Vanoni School of the Ministry of Economy and Finance), a PhD in Business Administration (Roma Tre University). He was an associate professor of Corporate Finance at the University of Turin, and an adjunct professor of Finance at LUISS Guido Carli University. He has been Visiting Scholar at Columbia University and MIT. His research interests include real options theory and its applications to the valuation of intangibles, M&A transactions, initial public offerings (IPOs) through SPACs, capital market access choices of SMEs, sustainable finance.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

FINANCE

**JEL CODE**

G3 | G12 | G31 | G34 | O34



**FEDERICA BANDINI**

*Associate Professor*

Federica teaches Social Enterprises and Public Organisations Management and Accounting; she is a member of the Yunus Social Business Center Steering Committee (Forlì) and Fellow Senior Professor at Bocconi School of Management (Milan). She was awarded an ITP - International Teachers Program at London Business School and a Ph.D. in Management of Public and Non-profit Organisations at the University of Parma. She was the Director of the Second cycle degree in Management for Social Economy of the University of Bologna and of the Professional Master Program in Management of Social Enterprise NGO – Cooperatives at SDA Bocconi (Milan).

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

I | O3 | H



**MASSIMILIANO BARBI**

*Full Professor*

Massimiliano holds a Ph.D. in Banking and Finance from the Catholic University of Milan. His research interests are in the fields of corporate governance, risk management, and entrepreneurial finance. His research has been published in the Journal of Corporate Finance, the Journal of Banking and Finance, and Quantitative Finance, among others. He has been teaching several introductory and intermediate corporate finance, corporate valuation, and risk management courses. He also has experience in graduate, MBA, and Ph.D.-level courses on the same topics.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

FINANCE

**JEL CODE**

G32 | G34 | G31 | G11 | G12



**PAOLO BARBIERI**

*Associate Professor*

Paolo teaches Supply Chain Management. He is a Core Faculty member at Bologna Business School. He has been a Visiting Professor at Michigan State University, Clarkson University, and Bayes [formerly Cass] Business School. His research interests include buyer-supplier relationships and global SCM. He's the scientific director of the "Reshoring ER" Research Group, and the scientific co-director of the "Re4IT-Reshoring Italy" and of the "SCBA-Supply Chain Business Analytics" Research Groups.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS AND MANAGEMENT  
ENGINEERING

**JEL CODE**

M2



**FRANCESCO MARIA BARBINI**

*Associate Professor*

Francesco teaches Organizational Behavior. His main research interests focus on organizational change, occupational health and safety, and the organization and management of people in tourism enterprises. He holds a Ph.D. in Business Information Systems from the Luiss "Guido Carli" University. He participates in the research activities of the interdisciplinary research programs "The Organisation Workshop" and "Organisation and Well-Being", as well as of the Center for Advanced Studies in Tourism at Rimini Campus.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

ORGANIZATION STUDIES

**JEL CODE**

M12 | M54 | M13



**MONICA BARTOLINI**

*Associate Professor*

Monica teaches Financial Accounting, Financial Analysis, and Performance Management. She is the program director of the Second Cycle Degree in Economics and Commerce and an elected member of the Forlì Campus Board. She is a lecturer in several MBA, Corporate MBA, and Global MBA programs of Bologna Business School, as well as in the PhD program of the Department of Management. She has been a Visiting Scholar at the Cardiff Business School at the Lean Enterprise Research Center. Her main research interests include international financial reporting standards, sustainability reporting, diversity & inclusion reporting, and performance management systems.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M1 | M4



**GIULIA BASCHIERI**

*Associate Professor*

Giulia teaches Corporate Finance. She is a core faculty member at Bologna Business School. She was a Junior Assistant Professor of Corporate Finance at the University of Venice until 2018. Her research interests include asset-pricing dynamics tied to corporate geographic location, corporate evaluation, and enterprise risk management. She was Ph.D. exchange student in Finance at Cass Business School – City University London (UK), and she holds a Ph.D. in Markets and Financial Intermediaries from the University of Bologna.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

FINANCE

**JEL CODE**

G32



**MASCIA BEDENDO**

*Full Professor*

Mascia is Professor of Finance. Before joining the University of Bologna, she held positions at Audencia Business School (France), Bocconi University, and Imperial College London (UK). She has been visiting scholar at Collegio Carlo Alberto (University of Torino), Imperial College London, and Cass Business School (UK). She holds a Ph.D. in Finance from the University of Warwick (UK). Her research is mostly focused on firm financing and credit risk, spanning across corporate finance, financial intermediation, and financial derivatives. Mascia has international teaching experience at all levels.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

FINANCE

**JEL CODE**

G32 | G24



**MASSIMO BERGAMI**

*Full Professor*

Massimo is a professor of Organizational Behavior and Dean of Bologna Business School. He holds a PhD in Management (University of Bologna), has been Visiting Scholar at the University of Michigan, Postdoctoral Associate at the University of Florida, Adjunct Professor at Bocconi University, ITP Fellow at Stern. He has been appointed Guest Professor from Nankai University and Mirbis. His research interests include organizational identification and social identity in organization. He is the Founding Chair of the Emba Consortium and Board Member of EFMD where he serves also in the Accreditation Board. He is a Non-Executive Director at Snam spa and Ferrarelle spa, Senior Advisor at the Mast Foundation, Program Director of the Ferrari Corporate EMBA.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

ORGANIZATION STUDIES

**JEL CODE**

M5



**MARCO BIGELLI**

*Full Professor*

Marco teaches Corporate Finance and Corporate Governance. His research interests include dual-class firms, media independence, and shareholders' expropriation. He holds a Ph.D. in Finance from the University of Bergamo. He has been Visiting Ph.D. at the University of Alberta (Canada), professor at Johns Hopkins University, and Visiting Professor at the Università della Svizzera Italiana of Lugano, Université de Paris XII (France), and University of Strathclyde (Glasgow, UK).

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

FINANCE

**JEL CODE**

G32 | G34 | G31 | L26 | G3



**CRISTINA BOARI**

*Full Professor*

Cristina teaches Business and Corporate strategy and Managing Relationships and Networks. She was Head of the Department of Management, Coordinator of the Ph.D. program in Management and Visiting Scholar at the Hitotsubashi University-Tokyo, University of Wisconsin-Madison, Jaume I University - Castellon de la Plana and UFRGS - Porto Alegre. Her research focuses on the relation between networks, innovation and entrepreneurship with a special focus on industrial clusters and creative industries.

**CAMPUS**

BOLOGNA

**RESEARCH GROUPS**

MANAGEMENT-STRATEGY

**JEL CODE**

M13 | M1



**DANIELA BOLZANI**

*Associate Professor*

Daniela teaches Business Planning. Her research mainly focuses on entrepreneurship, with a special interest on migrant, academic, social and international entrepreneurship, and entrepreneurship education. She was previously Assistant Professor at the Università Cattolica del Sacro Cuore in Milan. She has been a visiting scholar at the Leeds School of Business - University of Colorado at Boulder, and HEC Paris. She is the Department Delegate for Equity Diversity and Inclusion and for Disability. She also serves the Bologna Business School as Associate Dean for Equity, Diversity and Inclusion.

**CAMPUS**

FORLÌ

**RESEARCH GROUPS**

MANAGEMENT-STRATEGY

**JEL CODE**

M13 | O32 | J61 | M16



**CARLO BOSCHETTI**

*Full Professor*

Carlo Boschetti teaches Business Strategy. He was Head of the Department of Management from 2012 to 2017. He was Director of the First Cycle Degree Programs in Management and Marketing, after the one in Business administration. He also directed the Second cycle Degree Program in Business Administration and its Curriculum in International Management.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-STRATEGY

**JEL CODE**

M



**PAOLA BRIGHI**

*Associate Professor*

Paola teaches Banking and Finance. She was the Director of the First Cycle Degree in Business Economics and the Director of the Second Cycle Degree in Business Administration and Management. Her research interests are in ESG topics, banking structure, relationship lending, bank geographic diversification, bank efficiency, cooperative banks, and SME financing. In November 2024 she left the Department.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**

G21



**LUDOVICO BULLINI ORLANDI**

*Associate Professor*

Ludovico teaches Organization Theory and Design. He is Co-Director of the Master in Human Resources and Organization at Bologna Business School and Visiting Researcher at Lund University School of Economics and Management (Sweden). His research interests are focused on digitalization's consequences on organizations, human resources, individual and collective behaviors.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

ORGANIZATION STUDIES

**JEL CODE:**

M15 | M54



**FEDERICA CABONI**

*Junior Assistant Professor*

Federica, is junior assistant professor in Marketing. Qualified as an Associate Professor, she holds Doctor Europaeus labeled Ph.D. in Economics and Business (University of Cagliari). She spent five years as a visiting scholar at the Center for Retailing, School of Business, Economics and Law of the University of Gothenburg. She teaches Business Communication and Digital Marketing. Her research interest focus on retail digitalization, consumer behavior, and the impact of digital technologies on retail activities.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31



**LETICIA CANAL VIEIRA**

*Junior Assistant Professor*

Leticia has a PhD in Environmental Planning from Griffith University, Australia. Her research focuses on how organisations respond to global sustainability challenges and integrate them into their business strategy and performance management systems. She also teaches courses on sustainability transition and sustainability performance measurement at the University of Bologna and Bologna Business School.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS AND MANAGEMENT ENGINEERING

**JEL CODE**

Q01



**GIUSEPPE CAPPIELLO**

*Associate Professor*

Giuseppe teaches Business Management and Service Marketing. He holds a Ph.D. in Strategy, Management, and Quantitative Methods from the University of Milan. He has been a Visiting Scholar at Kellogg School of Management, Evanston (Illinois, USA).

**CAMPUS**

RIMINI

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31 | M | L88 | R



**GIOVANNI CARDILLO**

*Senior Assistant Professor*

Giovanni is an Assitant Professor (RTDa) in Banking. His research interests are mainly related to five Banking areas: the impact of government monitoring on the national banking system, the impact of IFRS (The International Financial Reporting Standards) on capital banking, and the evaluation of the effects of corporate governance mechanisms on firm performance and policies.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**

G2



**STEFANO CENNI**

*Full Professor*

Stefano teaches Financial Markets and Institutions and was the Dean of the School of Economics, Management, and Statistics in the period 2015-2018. His research focuses on economics and management of banks and other financial institutions, and on small-business finance.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**

G2 | G1



**NUNZIA COCO**

*Junior Assistant Professor*

Nunzia Coco teaches Innovation Management at the University of Bologna. Prior to her current role, she was a visiting scholar at ETH Zurich and a research fellow at Ca' Foscari University of Venice. Her research explores the influence of innovation and design processes on organizational strategies. She has a particular interest in collaborative methods that integrate external ideas and resources into creative processes. Additionally, her work addresses digital transformation, problem-solving and the promotion of open innovation within organizations. Nunzia is also a member of the Oper.lab observatory of open innovation within the Department of Management.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS AND MANAGEMENT ENGINEERING

**JEL CODE**

O31 | O32



**MARIACHIARA COLUCCI**

*Associate Professor*

Mariachiara teaches strategic management and corporate strategy. She is also the Scientific Director of the MBA at Bologna Business School and University delegate for relations with the Fashion Research Italy Foundation. She has been a visiting scholar at the University of Pennsylvania (USA) and the Grenoble Ecole de Management (France). Her research interests include vertical interfirm relationships (in particular brand licensing), creativity and innovation, sustainability and circular economy, with a focus on the fashion industry.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-STRATEGY

**JEL CODE**

M1



**LEONARDO CORBO**

*Associate Professor*

Leonardo teaches in the area of Entrepreneurship. Before joining the University of Bologna, he was Assistant Professor of Management at Católica Porto Business School (Portugal) and post-doctoral fellow at Luiss University (Italy). He has held Visiting Scholar positions at Kellogg School of Management (Northwestern University, USA), Sauder School of Business (University of British Columbia, Canada), and Stanford University (USA). His research interests include alliances and networks, business model innovation and new venture creation. Leonardo seats in the Editorial Boards of Long Range Planning and the Journal of Air Transport Studies.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-STRATEGY

**JEL CODES**

L1 | L26 | M1 | M13



**RAFFAELE CORRADO**

*Associate Professor*

Raffaele teaches Management. He holds a Ph.D. in Management from the University of Bologna. His research focuses on the evolution of intra- and inter-organisational networks.

**CAMPUS**

FORLÌ

**RESEARCH GROUPS**

MANAGEMENT-STRATEGY

**JEL CODE**

M1



**SIMONA COSMA**

*Associate Professor*

Simona is an Associate Professor of the Economics of Financial Intermediaries and teaches Insurance Companies, Financial Markets and Services and Financial Risk Management. She is also a visiting researcher at the University College of Dublin (UCD) starting September 2024. She was an Affiliated Professor at SDA Bocconi School of Management. Her research activity focuses mainly on risk management, corporate governance and sustainability. She is the author and co-author of numerous books and articles in international academic journals. She is an independent director in an Italian bank.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**

G21 | G32



**LORENZO DAL MASO**

*Associate Professor*

Lorenzo is Associate Professor of Financial Analysis and International Accounting. He is also an Adjunct Professor of Financial Accounting & Performance Measurement at the Bologna Business School. He worked as an Assistant Professor at the Erasmus School of Economics in Rotterdam and the ESSEC Business School in Paris. His research interests are on the impact of ESG activities on companies' valuation. He is the Director of the Master of Science in Economics, Consultancy & Accounting.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M41 | M14 | G21 | Q56

**ANTONIO DELLA BINA**

*Senior Assistant Professor*

Antonio teaches Corporate Finance. His research interests include financial analyses, capital structure, cross-listing decisions, and empirical asset pricing. He holds a Ph.D. in Finance from the University of Bologna.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

FINANCE

**JEL CODE**

G3 | G14 | G15 | G12

**ANTONIO DE VITO**

*Senior Assistant Professor*

Antonio teaches accounting and taxation courses. Before joining the University of Bologna, he was Assistant Professor at the IE Business School where he taught at the undergraduate and graduate levels and won several teaching awards. Before becoming an Assistant Professor, he obtained a Ph.D. in Business and Economics from WHU–Otto Beisheim School of Management. His research has been published in top academic journals, presented at international conferences, and featured in various news outlets.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

G32 | H25 | H26 | M41

**CLIO DOSI**

*Junior Assistant Professor*

Clio is a Management engineer with PhD in General Management (2014). She studies the organizational dynamics that enable innovation, and how organizations manage and design innovative solutions. Visiting scholar at Cass Business School (2014), Hasso Plattner Institute (2020), Esade (2022) and CERN Ideasquare Fellow (2014-2020). She supports Oper.space, the Design factory of the University of Bologna, where she coordinates Oper.lab observatory of open innovation. She designs educational programs to support the development of students and professionals as innovation actors. She is part ATTRACT, the European community that fosters European deep-tech innovation.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS AND MANAGEMENT  
ENGINEERING

**JEL CODE**

O34

**ANDI DUQI**

*Full Professor*

Andi teaches Risk Management, Fundamentals of Banking and Private Equity. He holds a Ph.D. in Banking and Finance from the University of Bologna. He was Assistant Professor at the University of Sharjah, United Arab Emirates. He has been a Visiting Researcher at Bangor University (UK) and Nottingham University (UK). His research focuses on the performance of banking institutions, dividend policy, Islamic finance, ethical finance, bank market structure, and microfinance.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**

G21 | G35



**STEFANIA FARACE**  
Senior Assistant Professor

Stefania earned her PhD in Marketing from Maastricht University. Previously, she taught at John Cabot University, LUISS Guido Carli, and Eastern Connecticut State University, offering courses in marketing such as Product and Brand Management, Consumer Behavior, Marketing Research, and Retailing. Her research focuses on the intersection of images and text in marketing communication, with particular emphasis on visual persuasion mechanisms and the synergy between multimodal elements in digital media. She has published her work in leading academic journals, including the Journal of Marketing, Journal of Advertising, European Journal of Marketing, and Journal of Interactive Marketing.

**CAMPUS**  
RIMINI

**RESEARCH GROUP**  
MANAGEMENT-MARKETING

**JEL CODE**  
M4



**PAOLO FERRI**  
Associate Professor

Paolo teaches Accounting and Business models in creative industries. He is Director of the two-year master in Innovation and Organization of Culture and the Arts (GIOCA). Before joining Unibo, Paolo worked as lecturer in Accounting at RMIT University in Melbourne (2015-2016, Australia) and post-doctoral fellow at Stockholm Business School (2013-2015, Sweden). His research interests cover the study of change and innovation in accountability systems among complex and professional organisations. His research studies are mainly focused on cultural organisations such as museums, archaeological sites, and opera houses.

**CAMPUS**  
BOLOGNA

**RESEARCH GROUPS**  
BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**  
M4



**SIMONE FERRIANI**  
Full Professor

Simone is Professor of Entrepreneurship, Honorary Professor at Bayes Business School, lifetime member at the University of Cambridge's Clare-Hall College, and Visiting Fellow at the Center on Organisational Innovation at Columbia University. His research interests include entrepreneurship, creativity, and social networks. He is the academic coordinator of the MSc in International Management and founding director of the Medici Summer School in Management Studies. He teaches courses in Entrepreneurship and Strategy.

**CAMPUS**  
BOLOGNA

**RESEARCH GROUPS**  
MANAGEMENT-STRATEGY

**JEL CODE**  
M13 | O31 | Z13



**MAGALÌ FIA**  
Senior Assistant Professor

Magalì is member of the Steering Committee of the Yunus Social Business Center - University of Bologna. She has been a Post-doc researcher at the University of Bologna and at Politecnico di Milan. Her research areas and publications cover topics on business ethics, research and innovation: universities and (social) innovation policies, and social impact issues. They include theoretical and empirical works. She teaches the Social Innovation course at the Bologna Business School and other courses at the master degree Program in Management of Social Economy of the University of Bologna. She is a member of the scientific committee of the EconomEtica Center on Business Ethics.

**CAMPUS**  
RIMINI

**RESEARCH GROUPS**  
BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT  
SOCIAL MANAGEMENT AND  
SUSTAINABILITY

**JEL CODE**  
O35 | G3 | L3 | L31 | M14 | A2



**RICCARDO FINI**  
Full Professor

Riccardo teaches Innovation Management and Entrepreneurship, and he is the Coordinator of the PhD Program in Management. He's the Director of the Entrepreneurship Hub at Bologna Business School and a visiting professor at Gent University (BE) and Imperial College London (UK). His research interests include entrepreneurship, science commercialization, and impact. He holds a Ph.D. in Management from the University of Bologna. He's a cofounder of the science-based spin-off Fieldrobotics.

**CAMPUS**  
BOLOGNA

**RESEARCH GROUP**  
BUSINESS AND MANAGEMENT  
ENGINEERING

**JEL CODE**  
O32 | L26 | O31 | L31



**GUIDO FIORETTI**  
*Associate Professor*

Guido teaches Human Resources Management as well as basic Organization Science from an evolutionary point of view. He holds a M.Sc in electronic engineering followed by a Ph.D. in Economics, which he uses in order to construct agent-based models of social phenomena. His research interests combine social and cognitive sciences to model decision-making of individuals and organizations. In particular, he is interested in connectionist models of distributed cognition and the emergence of collective behavior.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

ORGANIZATION STUDIES

**JEL CODE**

M | L23 | C63 | B4 | Z13

**ANTONIO FOCACCI**  
*Senior Assistant Professor*

Antonio is a post keynesian economist. His articles have been published in international economic and management academic journals. He is an Invited Editorial Board Member of two international scientific Journals. He served or is serving as a referee and as advisor for international scientific Journals.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

FINANCE

**JEL CODE**

E31

**ELEONORA FOSCHI**  
*Junior Assistant professor*

Eleonora is Assistant Professor (RTD-a) in Circular Economy and Sustainable Business Models. Eleonora teaches Business Models and Metrics for Circular Economy and Sustainability Transition Management in university masters, MBAs and custom programs at the Bologna Business School. She holds a Ph.D. in Environmental Engineering from the University of Bologna. She has been visiting scholar at the Technical University of Delft (NL). She is a member of the Center for Sustainability and Climate Change of Bologna Business School. She is involved in H2020 programs on the circularity of plastics and her research focuses on designing, testing, and validating innovative business models at the corporate and value chain levels in the circular economy context.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M41 | Q1 | Q5

**CLAUDIO GIACHETTI**  
*Full Professor*

Claudio is Full Professor of Strategy. He teaches courses in Strategic Management, International Management, and Innovation to Ph.D. and master's students at the University of Bologna. His primary research interests concern competitive dynamics and product innovation in rapidly changing technological environments. Claudio's work has been published in various top-tier journals, including the Academy of Management Journal, Strategic Management Journal, and Organization Science. He serves as the Deputy Coordinator of the PhD program in Management at the University of Bologna.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-STRATEGY

**JEL CODE**

L1 | O3 | M16

**ANTONIO PACO GIULIANI**  
*Associate Professor*

Paco teaches entrepreneurship and strategy courses. His research interests include entrepreneurial innovation, narratives and language. He has held faculty positions at Pennsylvania State University, University of Illinois at Chicago, IESEG School of Management (Paris) and was previously a strategy consultant at Bain & Company.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

MANAGEMENT-STRATEGY

**JEL CODE**

M13 | M14 | O31 | Z13

**SABRINA GIGLI***Associate Professor*

Sabrina teaches Accounting. She is Director of the First cycle Degree in Management & Marketing. Her research focuses on financial accounting for both the private and public sectors, change in accounting systems, business models and public value for social enterprises, and sustainability reports and value relevance.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT**JEL CODE**

M41

**PAOLA GIURI***Full Professor*

Paola teaches Management and was Head of the Department of Management – Rimini Campus (2018-2021). She is Associate Dean for Professional Masters at Bologna Business School. She has coordinated international research projects funded by the European Commission and the European Investment Bank. Her research focuses on economics and management of innovation and patenting, university-industry technology transfer, and entrepreneurship.

**CAMPUS**

RIMINI

**RESEARCH GROUP**MANAGEMENT-STRATEGY  
BUSINESS AND MANAGEMENT  
ENGINEERING**JEL CODE**

O32 | M13 | O34 | O31

**ALESSANDRO GRANDI***Full Professor*

Alessandro teaches Innovation and Project Management. He is Director of the corporate MBA at Bologna Business School and is Chairman of Almacube Ltd (University of Bologna startup incubator). His research covers the fields of technology strategy, university-industry technology transfer, high-tech startups, and project management.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**BUSINESS AND MANAGEMENT  
ENGINEERING**JEL CODE**

M31 | O32 | O36

**ROSA GRIMALDI***Full Professor*

Rosa teaches Entrepreneurship and Innovation Management at the School of Engineering. She is deputy Mayor in the City of Bologna for Innovation, Companies, start-ups, International attractiveness and promotion. She is the Director of the Executive Master in Technology and Innovation Management (EMTIM) at Bologna Business School. She is on the Board of Directors of MAPS SpA and BolognaFiere SpA (she is also Vice President at BolognaFiere). Her background is in engineering. She holds a PhD in Industrial Engineering, a Master degree in technology and Innovation Management (SPRU, Sussex University). She has been Visiting Scholar at the University of Michigan. Her research is mainly focused on new business creation, entrepreneurship, and technology transfer.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**BUSINESS AND MANAGEMENT  
ENGINEERING**JEL CODE**

O32 | O34 | O35

**MURAD HARASHEH***Senior Assistant Professor*

Murad is an Assistant Professor of Finance. His primary research interests are related to corporate finance, firm valuation, energy and commodity finance, and sustainability economics. He is the author of the book Global Commodities: Physical, Financial, and Sustainability Aspects, and of various publications in international journals in finance, business valuation, and energy. He is a research fellow at Yunus Social Business Center at the University of Bologna and a core faculty at Bologna Business School (BBS). Since 2023, he is the responsible for Erasmus exchange with Portuguese universities at Forlì campus.

**CAMPUS**

FORLÌ

**RESEARCH GROUPS**

FINANCE

**JEEL CODES:**

G14| G15| G32| M2



**UMBERTO LAGO**  
*Associate Professor*

Umberto teaches Management. He holds a Ph.D. in Management from the Imperial College of Science, Technology, and Medicine of London (UK). He is a certified auditor, chartered accountant, and management consultant. He is also a board member and statutory auditor for several private and public companies. He was President and deputy-President of the UEFA Club Financial Control Body – Investigatory Chamber. He is the author of several business books and articles published in academic and practitioners’ journals.

**CAMPUS**  
RIMINI

**RESEARCH GROUPS**  
MANAGEMENT-MARKETING  
MANAGEMENT-STRATEGY

**JEL CODE**  
M15



**ANDREA LIPPARINI**  
*Full Professor*

Andrea teaches Management. His research focuses on inter-firm relationships, the development of organizational capabilities, and the management of innovation. He holds a Ph.D. in Management from the University of Bologna. He has been a Visiting Scholar and a Visiting Researcher at the Wharton School of the University of Pennsylvania (USA), and a Visiting Researcher at the Tuck School at Dartmouth (USA). He is the Associate dean for Executive masters and the Director of the Executive MBA at Bologna Business School. He is a member of the editorial boards of Strategic Management Journal, Long Range Planning, and *Economia & Management*.

**CAMPUS**  
BOLOGNA

**RESEARCH GROUPS**  
MANAGEMENT-STRATEGY

**JEL CODE**  
M1



**MARIOLINA LONGO**  
*Associate Professor*

Mariolina teaches Management. Her research focuses on performance measurement systems, sustainability measurement and management, corporate social responsibility, and the circular economy.

**CAMPUS**  
BOLOGNA

**RESEARCH GROUP**  
SOCIAL MANAGEMENT AND SUSTAINABILITY

**JEL CODE**  
M14



**MARIA LUSIANI**  
*Associate Professor*

Maria teaches Cost Accounting, Management Control Systems, and Management of Artistic and Cultural Organizations. Her research deals with management and accounting practices in public and nonprofit organisations. Previously, she was a postdoctoral fellow at HEC Montréal, and an Assistant and Associate Professor at Ca’ Foscari University of Venice, where she directed the master’s degree and research center on Arts and Cultural Management.

**CAMPUS**  
BOLOGNA

**RESEARCH GROUP**  
BUSINESS ADMINISTRATION, ACCOUNTING & PERFORMANCE MEASUREMENT

**JEL CODE**  
M4



**GUSEPPE LUSIGNANI**  
*Full Professor*

Giuseppe teaches Economics of Financial Intermediaries. He has a Ph.D in Capital Markets and Financial Management from the University of Bergamo and has been a visiting research scholar at New York University. He is an independent director on the board of several companies, adviser to leading financial institutions, and member of the editorial boards of several academic journals.

**CAMPUS**  
BOLOGNA

**RESEARCH GROUP**  
FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**  
G21 | G14



**ANGELO MANARESI**

*Full Professor*

Angelo teaches Marketing and Management and has been the Head of the Department of Management -Bologna Campus (2018-2021). After obtaining a Ph.D. in Marketing from the London Business School, he researched and published on distribution channels and branding, working with researchers in different countries. Later he dedicated himself to duties such as managing course programs (e.g., the bachelor's program in Economics and Marketing, the bachelor's program in Business and Economics, and master's programs). He served six years as Director of the University of Bologna, Buenos Aires Campus (Argentina). He worked as a consultant for several companies in branding and distribution channel development.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31



**CLAUDIA MANCA**

*Junior Assistant Professor*

Claudia teaches Organizational Behavior, Change Management and Cross-Cultural Management. She is also the Co-Director of studies of the Master in Human Resource and Organization at Bologna Business School. She holds a Ph.D. from KTH, the Royal Institute of Technology in Stockholm, and Universidad Politécnica de Madrid, achieved within a double doctoral program funded by the EU Commission. She investigates the impact of new ways of working on managerial practice and collaborative dynamics, and how alternative forms of collective action arise in response to crises.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

ORGANISATION & HUMAN RESOURCES MANAGEMENT

**JEL CODE**

M | L2



**RAFFAELE MANCUSO**

*Junior Assistant Professor*

Raffaele teaches business economics and analysis of corporate data at the undergraduate level. His research has focused on meta-science. He has studied the processes by which people apply for funding and how funding policies shape the direction of science. He has also studied the COVID19 affected the productivity of scholars, and the impact of artificial intelligence on science and scientific productivity. He is now focused on how government policy, and in particular circular economy policies, shape the behavior of the entrepreneurial ecosystem.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS AND MANAGEMENT ENGINEERING

**JEL CODE**

L26 | O31 | O38



**MAURIZIO MARANO**

*Associate Professor*

Maurizio teaches Accounting, specifically in the courses on Sustainability Reporting (in the master's degree on Economics Consultancy and Accounting and the master's degree on Management of Co-Operative Firms). He coordinates the Observatory on Sport and Sustainability. He is also a member of the scientific committee for the Sustainability Report of Bologna University. His research focuses on sustainability reports, co-operative firms, and sports organisations.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS ADMINISTRATION, ACCOUNTING & PERFORMANCE MEASUREMENT

**JEL CODE**

M1 | M14



**MARCELLO MARIA MARIANI**

*Associate Professor*

Marcello teaches Strategic Management, Entrepreneurship and Marketing. He has been director of several Masters at BBS. His research interests include digital transformation of business, Industry 4.0 technologies (e.g., robots and AI), digital business models, entrepreneurship, innovation, eWOM, customer satisfaction/behavior, inter-organizational relationships, performance measurement. He has authored almost 200 publications, also in leading academic journals (4\* and 4ABS) i.e., Academy of Management Journal. He has been PI of several funded research projects and sits on the editorial board of 8 leading academic journals (4 and 3ABS).

**CAMPUS**

RIMINI

**RESEARCH GROUPS**

MANAGEMENT-STRATEGY / MANAGEMENT-MARKETING / BUSINESS AND MANAGEMENT ENGINEERING / ORGANIZATION STUDIES

**JEL CODE**

M1 | M3 | M11 | M13 | M15 | M16 | M31 | O3 | O33 | Z1



**MASSIMILIANO MARZO**

*Associate Professor*

Massimiliano teaches International Finance and the Economics of Financial Markets. He is the Director of the Master in Wealth Management at Bologna Business School. His research examines the link between macroeconomics and financial markets, intertemporal portfolio theory, asset classes correlation dynamics, asset pricing, banking in general equilibrium bounded rationality in macroeconomics, and portfolio models.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

FINANCE

**JEL CODE**



**GIAN LUCA MARZOCCHI**

*Full Professor*

Gian Luca teaches Marketing and Consumer Behavior. He has served as Deputy Head for Research of the Department of Management and as Chair of Quality Assurance Committee at University of Bologna. He has been Visiting Scholar at the New York University Stern School of Business. His research specialties include brand communities, satisfaction modeling, service quality and waiting perception management in service settings, and inter-temporal choice (focusing on the impact of levels of construal of a future event on consumer decision processes).

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31



**MARCO MARIA MATTEI**

*Full Professor*

Marco teaches Financial Accounting and Analysis. He earned a Ph.D. in Accounting at the University of Pisa. He is the Director of the Master in Finance, Control and Auditing at Bologna Business School. His research focuses on financial information and capital markets. His main publications investigate the determinants of earnings quality and of analyst forecasts' accuracy.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M41 | M4 | M4



**LUCA MAZZARA**

*Associate Professor*

Luca teaches Business Administration and is Director of the Master in City Management at Forlì Campus, where he was the President. He holds a Ph.D. in Business Administration. His research focuses on public management and value creation, city management, strategic planning and control in the public sector, internal auditing, social accountability, unions and mergers between local governments, and performance evaluation.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M1 | M4 | H7 | M48 | M14 | Q1



**VALERIO MELANDRI**

*Senior Assistant Professor*

Valerio Melandri is Italy's top expert in fundraising, with over 30 years of experience. Visiting professor at Columbia University, and director of the Master's in Fundraising, he founded the Festival del Fundraising, Europe's largest event in the field. Author of 17 books, including Fundraising (Mondadori, 2023) translated into 5 languages, he shares weekly insights through his newsletters "500 Parole di Fundraising" and "Filtro" on LinkedIn. A sought-after consultant, speaker, and nonprofit strategist, he works globally to craft innovative fundraising solutions. Passionate about cycling, he aims to change the world one donation at a time.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M38 | O35



**AZZURA MEOLI**

*Senior Assistant Professor*

Azzurra is an Assistant Professor in Management. She holds a Ph.D. in Management from the University of Bologna in 2018. Her research interests fall primarily within the area of entrepreneurship and innovation. She has been a visiting scholar for a year at the Whitman School of Business, Syracuse University (USA). Her works are presented at the BCERC, AOM, DRUID, and published in the field's top journals. Azzurra is part of a research team engaged in European projects.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS AND MANAGEMENT  
ENGINEERING

**JEL CODE**

M13 | M



**STEFANO MENGOLI**

*Full Professor*

Stefano teaches Corporate Finance. He holds a Ph.D. in Financial Markets from the University of Siena. He has been Academic Visiting at the London School of Economics and Ph.D. Visiting Scholar at City University Business School (London). His research focuses on corporate governance, empirical asset pricing, and the effect of geography on financial markets.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

FINANCE

**JEL CODE**

G34 | G12



**TOLOUE MIANDAR**

*Junior Assistant Professor*

Toloue is Assistant Professor at the Department of Management and faculty member at BBS Center for Sustainability and Climate Change. Her research focuses on sustainability in organizations and responsible management, and she teaches courses on Sustainability-Oriented Innovation, Business Ethics, and Sustainability. Previously, she was a Postdoctoral Research Fellow at the University of Padova and Politecnico di Milano. She holds a PhD in Economic Sociology, Organization and Labour Studies from the University of Milan.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

ORGANIZATION & HUMAN RESOURCES  
MANAGEMENT

**JEL CODE:**

M1 | M14 | Q1



**ELEONORA MONACO**

*Associate Professor*

Eleonora Monaco is an Associate Professor of Accounting and a Visiting Researcher at Boston University. She holds a Ph.D. in Accounting and a Postdoc in Accounting and Capital Markets. She teaches in the area of financial accounting, also serving as an Adjunct Professor at Católica Porto and Bologna Business School. Her research focuses on financial reporting, disclosure, and corporate governance. She serves on the editorial boards of The International Journal of Accounting and Accounting in Europe.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODES**

M40 | M41 | G14 | G34



**ELISA MONTAGUTI**

*Full Professor*

Elisa teaches Marketing and Marketing Analytics. Her primary research interests lie in the area of marketing models with a particular focus on choice modeling. Most of her current projects focus on multichannel shopping, data management and privacy and digital marketing.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31 | M3



**FRANCESCO MONTANI**

*Associate Professor*

Francesco is senior researcher of organization and human resource management. He earned his Ph.D. in Organizational Psychology at the University of Verona, Italy. His current research interests embrace employee innovation, mindfulness and compassion in organizational contexts. His work has appeared in Journal of Organizational Behavior, Journal of Management Studies, Human Relations, and Journal of Occupational and Organizational Psychology, among others.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

ORGANIZATION STUDIES

**JEL CODE**

D23 | M12



**GABRIELE MORANDIN**

*Full professor*

Gabriele is Professor of Organizational Behavior. He is the Deputy Head of Teaching of the Department of Management and the Associate Dean of Faculty and Research at Bologna Business School. He does research on sustainable relationships at work, including leadership, work-life balance, on-boarding newcomers, and agentic connectivity behaviors. He collaborates with companies and other institutions on innovation and change.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

ORGANIZATION STUDIES

**JEL CODE**

D23 | M14 | O15



**FEDERICO MUNARI**

*Full Professor*

Federico teaches Technology and Innovation Management. He is the Director of the First and the Second Cycle Degree of Engineering Management of the University of Bologna. He served as the Director of the Ph.D. in Management at the University of Bologna. His research interests include technology commercialization, intellectual property management, and entrepreneurial finance.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS AND MANAGEMENT ENGINEERING

**JEL CODE**

O32 | M13



**MATTEO MURA**

*Associate Professor*

Matteo teaches Management Control Systems at the School of Engineering of the University of Bologna and he is a Visiting Fellow at the Cranfield School of Management. He holds a Ph.D. in management engineering from the University of Padua. His research focuses on performance measurement systems, sustainability transition management and decarbonization strategies. He serves as Director of the Center for Sustainability and Climate Change at the Bologna Business School. He is currently involved in a EU-funded research project on sustainability transition pathways of European firms.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

SOCIAL MANAGEMENT AND SUSTAINABILITY

**JEL CODE**

M14



**MAURIZIO MUSSONI**

*Senior Assistant Professor*

Maurizio teaches Economics at the Rimini Campus. He holds a Ph.D. in Law and Economics from the University of Bologna and a Professional Master's Program (2nd Level) in Economics from the University of Leuven (Belgium). His research focuses on microcredit and social business, Social business, impact investing and finance, tourism and cultural heritage economics, applied spatial econometrics, social capital, and contract theory.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**

G21 | L83 | Z32 | R12 | L83



**SIMONE NAPOLITANO**

*Junior Assistant Professor*

Simone holds a Ph.D. in Management from the University of Bologna. He was a Visiting Fellow at the Wharton School, University of Pennsylvania. His research focuses on the processes and practices of conservation and innovation in professional organizations and industries, with a primary focus on longitudinal studies of arts organizations. He teaches Management in arts organizations and Accounting.

**CAMPUS**

BOLOGNA

**RESEARCH GROUPS**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

ARTS AND CULTURAL ORGANIZATIONS

**JEL CODE**

M1



**VINCENZA ODORICI**

*Associate Professor*

Vincenza teaches Management. Her research interests focus on international entrepreneurship, early internationalization, family firms' internationalization, diversity in corporate boards, and corporate elite selection.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-STRATEGY

**JEL CODE**

M13 | F23 | M14 | M1



**REBECCA LEVY ORELLI**

*Associate Professor*

Rebecca teaches Accounting and was a Visiting Scholar at the London School of Economics and the University of Kent (UK). She is the delegate of the Rector to the Budget, the Planning System and the Sustainability Reporting. Her research interests include accounting in the European public sector, social and environmental accounting, and performance measurement and management issues..

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M41 | M48 | H75



**CHIARA ORSINGER**

*Full Professor*

Chiara teaches Marketing. Her research interests focus on Service Management and Consumer Behavior in services, namely satisfaction, complaint handling, and customer interactions with digital employees. She is also interested in meta-analysis and experimental research.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31



**EMANUELE PADOVANI**

*Full Professor*

Emanuele teaches Management Control, Accounting and Financial Analysis in the fields of public, non-profit and healthcare organisations. His research focuses mainly on public management and accounting, with an emphasis on local governments and healthcare. He is coordinator of the Ph.D. in Public Governance, Management and Policy. He has collaborated on research projects and served advisor in major local, national, and international research and public institutions in Italy, Europe and the United States.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

H7 | M48 | M1



**ANGELO PALETTA**

*Full Professor*

Angelo teaches Business Administration and has been the Delegate for Budget, strategic planning, and process innovation at the University of Bologna 2016-2021). Currently, he is the Director of the Department of Management. His research focuses on public management, educational leadership and policy, business turnaround and bankruptcy and the circular economy.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M14 | A2



**FABRIZIO PALMUCCI**

*Associate Professor*

Fabrizio teaches Financial Markets and Institutions. He is Program Director of the Second Cycle Degree in Finance, Intermediaries and Markets. He is also the director of the Observatory on Financial Advice and Retail Investors - COFIR. He holds a M. Sc. in Financial Economics from the London School of Economics and Political Science (UK). His research focuses on pricing in financial markets, financial advisory services, asset management, ESG (Environmental, Social and Governance) factors, and firm performance. He has worked in consulting with several financial intermediaries.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**

G12 | G14 | G24 | G34 | G41



**SALVATORE PERDICHIZZI**

*Junior Assistant Professor*

Salvatore is a Junior Assistant Professor in Banking and Finance since January 2022. His research interests cover monetary policy and empirical banking, with a focus on the effectiveness of non-standard monetary policies, bank lending conditions, bank risk-shifting through dividend and share-repurchase, bank performance, credit, and sovereign debt dynamics. In February 2024 he left the Department.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**

G2 | E52



**BARBARA PETRACCI**

*Associate Professor*

Barbara teaches Corporate Finance. She is Program Director of the Second Cycle Degree in Management for Social Economy. Her research focuses on corporate governance, corporate social responsibility, ethical finance, and market efficiency. She holds a Ph.D. in Corporate Finance from the University of Trieste. She was a visiting Ph.D. student at the Department of Accounting and Finance of the University of Strathclyde (Glasgow, Scotland).

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

FINANCE

**JEL CODE**

G34 | M14



**PATRIZIA PETROLATI**

*Associate Professor*

Patrizia teaches Financial Accounting and Business Combination. She holds a Ph.D. in Business Administration from the University of Pisa. Her research focuses on accountability and financial statements according to Italian Civil Law as well as on merger and acquisition operations. She has previous experiences as an auditor in the Emilia Romagna Regional Health System and in the field of trade fair sector administration.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M41



**GABRIELE PIZZI**

*Associate Professor*

Gabriele teaches Marketing and Retailing. He is Director of the Master Degree in International Management and of the International Master in Marketing Management at Bologna Business School. He is the director of the Retailing Observatory developed with Retail Institute Italy, and Principal Investigator of a PRIN 2021 project financed by the Italian Ministry of University and Research. His research deals with assortment management, and the impact of innovative technologies on retailing activity.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31 | M3 | C91



**MANUELA PRESUTTI**

*Associate Professor*

Manuela teaches Management and is Director of the International Second cycle degree in Tourism Economics and Management at Rimini Campus. She collaborates in many international projects and is a member of CAST - Center of Advanced Studies in Tourism. Her research focuses on social capital, innovation, small firms, and entrepreneurship.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

MANAGEMENT-STRATEGY

**JEL CODE**

M13



**MARCELLO RUSSO**

*Full Professor*

Marcello teaches People Management, Leadership and Organizational Behaviors. He is Full Professor and Director of the Global Master in Business Administration at Bologna Business School. He is Associate Editor for the Journal of Occupational and Organizational Psychology. His research interests include work- life balance, onboarding, and the leadership process that enable human flourishing and thriving at work.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

ORGANIZATION STUDIES

**JEL CODE**

L2 | M



**SANDRO SANDRI**

*Full Professor*

Sandro teaches Corporate Finance. He played various key roles at the University of Bologna, such as Vice Rector and Budget Delegate, member of the Executive Board, Chairman of the Budget and Planning Committee, Dean of the Faculty of Economics and Head of Department of Management. He was a Visiting Scholar in the Department of Finance at New York University (USA). He was member of the Board of Auditors of the Bank of Italy.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

FINANCE

**JEL CODE**

G34



**MATTEO SANTI**

*Associate Professor*

Matteo teaches Management Accounting at Bologna Campus. He holds a Ph.D. in Business Administration from Pisa University. He's been Consultant of the Emilia Romagna Regional Health Agency, ad actually is consultant of banking Foundations and non-profit organisations, and is a Certified Accountant (dottore commercialista).

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M15



**GIUSEPPE SAVIOLI**

*Full Professor*

Giuseppe is Professor of Business Administration and Lecturer of Accounting, Business Combinations, Consolidated Financial Statements and “Business Crisis Management” at the Campus in Forlì.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M1



**DANIELE SCARPI DE CLARICINI**

*Associate Professor*

Daniele teaches Marketing and Consumer Behavior. His publications and research interests are about how consumers interact with technologies, physical and digital store environments, brands, places, and time. Some of his research has been picked up by the European Commission, The Conversation (UK), and the World Health Organization. He has been the director of the Master’s Degree Course in Economics and Management for three years and is currently the principal investigator of a PRIN 2022 project financed by the Italian Ministry of University and Research.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31



**BENEDETTA SIBONI**

*Associate Professor*

Benedetta teaches Business Administration and Accounting. Her research interests includes performance measurement systems, sustainability, and gender accounting, with specific focus on local governments, universities and the health sector. She chaired the Guarantee Committee e for Equal Opportunities, Employee Wellbeing and Non-Discrimination at Work - (CUG) and was member of the Committee for Social Reporting and Sustainable Development of the University of Bologna.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M1 | M14 | M41 | H75 | L31 | Q1



**RICCARDO SILVI**

*Full Professor*

Riccardo teaches Strategic Cost Management, Business Performance Analytics and Performance Measurement Systems at Forlì Campus. His research focuses on Advances in management accounting, performance management systems, business performance analytics, business transformation, and cost management. He is Director of the Executive MBA (English Edition) at the Bologna Business School.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M1 | M



**MAURIZIO SOBRERO**

*Full Professor*

Maurizio, Ph.D. MIT, B.S. Università di Bologna, is Professor of Innovation Management, author of over 30 peer-reviewed articles and five books in the Economics and Management of Innovation. He taught graduate and executive courses in Europe, Asia, and South-America, consulted for private corporations and government institutions, and acted as a board member of startups and listed companies. He is a Founding Faculty of the Skolkovo Institute of Science and Technology (Russia) and a member of the board of the MIT Alumni Association of Italy.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS AND MANAGEMENT  
ENGINEERING

**JEL CODE**

M13 | O32 | O33 | O35 | O38

**MASSIMO SPISNI***Full Professor*

Massimo teaches Corporate Finance and has been the Head of the Department of Management - Forlì Campus (20218-2021). His research focuses on the investment industry, with specific attention given to private equity and real estate funds. Other interests include finance of innovation and venture capital.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

FINANCE

**JEL CODE****ILEANA STECCOLINI***Full Professor*

Ileana teaches performance management, public management and financial accounting. She is the Editor of Financial Accountability and Management, the President of the International Research Society of Public Management, the Chair of the EIASM conference on Public Sector Accounting and Accountability, and the Chair of the Standing Scientific Committee of the European Accounting Association.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT**JEL CODE**

M1 | M4

**ENRICO SUPINO***Associate Professor*

Enrico teaches Accounting. He holds a Ph.D. in Accounting from the University of Florence and was a Visiting Scholar at Southbank University (London - UK). He has authored several scientific publications and served as a reviewer for several international journals and conferences.

**CAMPUS**

RIMINI

**RESEARCH GROUP**BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT**JEL CODE**

M41 | G31 | C88 | Q56 | Z3

**ROBERTO TASCA***Full Professor*

Roberto teaches Financial Intermediation and Markets and Corporate Banking. In February 2024 he left the Department.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**

G24

**GIAN LUCA TASSINARI***Junior Assistant Professor*

Gian Luca teaches Corporate Finance. He holds a Ph.D. in Computational Methods for economic and financial forecasting and decisions from University of Bergamo. His research focuses on corporate finance, climate change and business sustainability, derivatives, asset pricing, risk management and credit risk.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

FINANCE

**JEL CODE**

C6 | G3 | G11 | G12 | G32 | Q1



**GIUSEPPE TORLUCCIO**

*Full Professor*

Giuseppe teaches Economics of Financial Institutions. He is the Director of the Yunus Social Business Centre and Vice President of the Yunus Italian Foundation. He earned an MBA at the Olin Business School (Washington University in St. Louis) and was a Visiting Scholar at Washington University in St. Louis, Arizona State University, and Bangor University. Research interests: Banking, Credit Risk, Regulation, Bank Governance, Fintech, Social Finance. He has published in prestigious journals (i.e. JFI, JCF, J Financial Stability, Organization Studies).

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

FINANCIAL MARKETS AND INSTITUTIONS

**JEL CODE**

G2 | M | O1 | Q2



**LAURA TOSCHI**

*Associate Professor*

Laura teaches Entrepreneurship and Innovation Management and serves as Deputy Director for the Executive Master in Technology and Innovation Management at Bologna Business School. She holds a PhD in Management from the University of Bologna. She has been Visiting Scholar at Boston University, Queensland University of Technology and Post-Doc at the SPRU. Her main research interests include financing mechanisms for innovation, science commercialization, entrepreneurship and social impact.

**CAMPUS**

BOLOGNA

**RESEARCH GROUPS**

SOCIAL MANAGEMENT AND SUSTAINABILITY

MANAGEMENT-STRATEGY

**JEL CODE**

O32 | O35 | L26 | M13 | L31



**IVANO TOZZI**

*Associate Professor*

Ivano teaches Financial Reporting and Business Valuation at Rimini Campus. He holds a Ph.D. in Management. He is Director of the Second cycle Degree Program in Business Administration. He has been involved in research programs on national and international financial accounting standards, and relationships between business valuation and appraisal.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

BUSINESS ADMINISTRATION, ACCOUNTING & PERFORMANCE MEASUREMENT

**JEL CODE**

M41 | K22



**CLAUDIO TRAVAGLINI**

*Full Professor*

Claudio teaches Accounting and management control at the Rimini Campus. His research focuses on accountability and social accountability in Non-profit Organisation and Social Enterprises. His main publications investigate Financial Statements for non-profit organisations and Social Responsibility in cooperatives. Most of his current projects deal with health professional focus on costing and performance evaluation in health and social services, home care and nursing home.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

BUSINESS ADMINISTRATION, ACCOUNTING & PERFORMANCE MEASUREMENT

**JEL CODE**

M41 | I18 | H



**ANNAMARIA TUAN**

*Associate Professor*

Annamaria is Associate Professor in Marketing. She holds a Ph.D. in Management (University of Udine) and she has spent four years at University of Pisa. She teaches Marketing Models and Digital Marketing. Her main research interests are related to Digital Marketing and Corporate Social Responsibility communication with a focus on text analysis. She is Principal Investigator of a PRIN 2022 project financed by the Italian Ministry of University and Research. She is the Department delegate for communication and Open Science representative for the Department. At a national level, she is the coordinator of the Junior Faculty Climber Community of the Italian Marketing Association.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31



**VIRGINIA VANNUCCI**  
*Junior Assistant Professor*

Virginia teaches Brand Management and Social Media Marketing. She was visiting researcher at the Middlesex University in London (UK). Her research deals with retail marketing, brand management, and the impact of digital technologies on consumer behavior. She is part of Retailing Observatory developed by the Department of Management jointly with Retail Institute Italy.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

ARTS AND CULTURAL ORGANIZATIONS

**JEL CODE**

M31



**STEFANIA VIGNINI**  
*Senior Assistant Professor*

Stefania received her Ph.D. in Business Administration from the University of Pisa. She teaches Accounting and her research focuses on accounting history, accounting systems (IAS - International Accounting Standards and IFRS - International Financial Reporting Standards), gender accounting, sustainability and environmental accounting.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT

**JEL CODE**

M41



**MATTEO VIGNOLI**  
*Associate Professor*

Matteo received his Ph.D. from the University of Padua and was a Visiting Scholar at Stanford University and Ryerson University. Delegate for Third Mission at DISA, he teaches Change Management and Business Process Design at Management Engineering and Project Design at Advanced Design. He is a member of the Design Thinking SUGAR network and of the CBI initiative at CERN. Member of the University of Bologna Open Innovation board and spokesperson of OPER.space, Academic Director of BBS Open programs, Founder and Trustee of the Future Food Institute. His research focuses on Design Thinking, Open Innovation, New Product Development and Impact.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS AND MANAGEMENT  
ENGINEERING

**JEL CODE**

O32



**ELISA VILLANI**  
*Associate Professor*

Elisa is Associate Professor of Entrepreneurship and Innovation. She teaches Organisational Behavior at the Master and Executive Level. Prior to join the University of Bologna Elisa was Assistant Professor at the Free University of Bolzano. She was Visiting Researcher at Imperial College Business School (2017-2022). Her research focuses on innovation, knowledge transfer, organizational behavior, and entrepreneurship. She has published in top-tier journals, such as Journal of Management, Organization Science and Journal of Management Studies. She is involved in multiple national and international project and she coordinates an Erasmus+ project on soft skills for knowledge transfer.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**

BUSINESS AND MANAGEMENT  
ENGINEERING

**JEL CODE**

M13 | M1 | M12



**FRANCISCO JAVIER VILLARROEL ORDENES**  
*Full Professor*

Francisco teaches Social Media Communication, Marketing Analytics, Branding, and Text Mining. His research specializes in cutting-edge methods such as Large Language Models (LLMs) for analyzing unstructured data (text, images and audio) to reveal marketplace insights.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M3 | M31 | Z13

**FRANCO VISANI***Associate Professor*

Franco teaches Management Accounting and Cost Management at Forlì Campus. He also teaches in several postgraduate and executive programs at Bologna Business School. He was a Post-Doc at the Lean Enterprise Research Center of Cardiff University (U.K.) and has been involved in several international research programs in the fields of Business Analytics, Performance Management Systems, and Sustainability. He is the Director of the Bachelor Degree Program in Management and Economics and the scientific co-director of the “SCBA-Supply Chain Business Analytics” Research Group.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT**JEL CODE**

M41

**MARCO VISENTIN***Associate Professor*

Marco has a degree in Mathematics, one in Philosophy and holds a Ph.D. in Management from the University of Bologna. His research interests include consumer behavior, business to business relationships, business ethics, services and social media. He is the program director of Service Management (AEGI-SEM). He published in several journals, Industrial Marketing Management, Business Ethics: A European Review, Industry and Innovation, Journal of Sport Management, Journal of Interactive Marketing, Journal of Cleaner Production and Journal of Retailing and Consumer Services. In 2019, he won two Grants from the Società Italiana Marketing and from the SIM-AMS to develop research on the effects of fake news in marketing.

**CAMPUS**

RIMINI

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31 | L8

**ALESSANDRA ZAMMIT***Associate Professor*

Alessandra teaches Marketing. Her research interests deal with consumer choice problems and context effects. Currently her research focuses on the evolution of preferences, on the influence of social norms on consumers’ choices, and on self-customization decisions and self-expressive choices. She received her Ph.D. in General Management from the University of Bologna and she was a visiting scholar at Fuqua School of Business -Duke University (North Carolina USA). Her research has appeared in several marketing journals including: Journal of Consumer Research, Journal of Service Research and European Journal of Marketing.

**CAMPUS**

FORLÌ

**RESEARCH GROUP**

MANAGEMENT-MARKETING

**JEL CODE**

M31

**MASSIMILIANO ZANIGNI***Associate Professor*

Massimiliano teaches Business Management. He has taught courses on management control, planning and control systems, cost accounting, corporate governance, and internal auditing. He has worked on several research projects related to both for-profit and not-for-profit organisations.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**BUSINESS ADMINISTRATION,  
ACCOUNTING & PERFORMANCE  
MEASUREMENT**JEL CODE**

M42

**SARA ZANNI***Junior Assistant Professor*

Sara is Assistant Professor (RTD-A) of Business Sustainability at the BBS Center for Sustainability and Climate Change, Environmental engineer, She completed a Ph.D. at the University of Bologna. she has been engaged in the European project “Re-Industrialise funded within Horizon 2020 Program-Climate Kic Flagship and she is currently involved into the Observatory on Business Sustainability. Her primary research interest is measuring sustainable performance at ecosystem and company level, with particular regards to environmental aspects of sustainability.

**CAMPUS**

BOLOGNA

**RESEARCH GROUP**SOCIAL MANAGEMENT AND  
SUSTAINABILITY**JEL CODE**

Q56 | Q53 | Q52

## PEOPLE POST-DOCS



### LEILA AHMADPOUR

*Post-Doc*

Leila is a research fellow at the Department of Management. Her main research interest is oriented on teams and technology adoption. In addition, she is involved in a project aimed at addressing contemporary environmental issues through the implementation of circular economy business models. She conducts research to understand the multifaceted relationship between circular economy practices and social engagement, including community empowerment, job creation, and improved quality of life.

#### CAMPUS

BOLOGNA

#### PROJECT TITLE

POLICIES AND EQUITY FINANCING INSTRUMENTS IN SUPPORT OF CIRCULAR ECONOMY

#### CONTRACT INTO FORCE TILL

UNTIL MARCH 14, 2024

#### JEL CODE

O33



### CARMELO ALGERI

*Post-Doc*

Carmelo is a Post-Doctoral Research Fellow in Banking and Finance at the Department of Management. His key research interests are empirical banking, with a particular focus on the role of spatial spillover effects, bank efficiency, bank market power, bank risks, and ESG.

#### CAMPUS

RIMINI

#### PROJECT TITLE

PHYSICAL AND TRANSITION RISK ASSESSMENT IN THE CONTEXT OF CREDIT FUNCTION AND BOND MARKET FINANCING.

#### CONTRACT INTO FORCE TILL

APRIL 30, 2025

#### JEL CODE

G21 | C33 | D40



### TARIKU AYANA ABDI

*Post-doc*

Tariku Ayana Abdi holds a Ph.D. in Work and Organizational Psychology from the University of Campania "Luigi Vanvitelli". His research interests include employability, career success, entrepreneurship, and well-being. Since July 2023, he has been working as a research fellow at the University of Bologna, Department of Management Science.

#### CAMPUS

BOLOGNA

#### PROJECT TITLE:

ENTREPRENEURSHIP AS A MEANS TO FOSTERING INCLUSION AND SOCIAL COHESION

#### CONTRACT INTO FORCE TILL

APRIL 30, 2025

#### JEL CODE

L26



### GENC ALIMEHMETI

*Post-Doc*

Genc (Ph.D. at University G. d'Annunzio) has worked at Universities of Tirana, Malta, Antwerp; as a consultant for International Finance Corporation - World Bank Group; Delegation of the EU to Albania; TACSO. His research interests focus on bio plastics, circular economy, school leadership, entrepreneurship, corporate governance, corporate social responsibility, and insolvency. He has published on Educational Administration Quarterly, Educational Management Administration & Leadership Journal; International Journal for Educational Law & Policy; Journal of Accounting, Auditing & Finance.

#### CAMPUS

BOLOGNA

#### PROJECT TITLE

DEVELOPMENT OF CIRCULAR BUSINESS MODELS BASED ON NEW BIOPLASTICS MATERIALS

#### CONTRACT INTO FORCE TILL

APRIL 30, 2024

#### JEL CODE

A2 | M14

**FILIPPO BOCCALI***Post-Doc*

Filippo is engaged in a project on the assessment of the adoption of business analytics in the decision-making process, adopting an institutional perspective. He is a Visiting Research Fellow at the Institute of Accounting, Control and Auditing - University of St. Gallen (HSG). He holds a First and a Second cycle Degree in Economics and Business Administration from the University of Bologna. His research focuses on management accounting, performance management systems, and business performance analytics.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

ADOPTION AND EFFECTIVENESS OF BUSINESS ANALYTICS TO SUPPORT THE DECISION-MAKING PROCESS. AN INSTITUTIONAL PERSPECTIVE.

**CONTRACT INTO FORCE TILL**

DECEMBER 31, 2024

**JEL CODE**

M4 | M41

**ANDREA CACCIALANZA***Post-Doc*

Andrea earned his PhD in 2024 from the Università Cattolica del Sacro Cuore in Piacenza, Italy. In 2023, he served as a visiting PhD candidate at Roskilde University in Denmark. His research focuses on areas such as sustainability reporting in production systems, food production systems, supply chain sustainability, the United Nations 2030 Sustainable Development Goals (SDGs), and the social and environmental impacts of mega-projects. Andrea serves as an Adjunct Professor at the Rimini Campus, where he teaches the course on sustainability and social reporting.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

CLIMATE RISK AND SMES' RESILIENCE, CO-FINANCED BY THE "GROWING RESILIENT, INCLUSIVE AND SUSTAINABLE (GRINS)" PROJECT.

**CONTRACT INTO FORCE TILL**

DECEMBER 31, 2025

**JEL CODE**

M4 | M14 | M41 | Q1 | Q52 | Q56

**PAOLA CANESTRINI***Post-Doc*

Paola is developing a performance measurement system for social services with CNEL and the Ministry of Labour and Social Policies. Besides, she researches public sector and non-profit organizations concerning public value, financial health, gender budgeting, and engaging in third-mission initiatives. She has been teaching Research Methods since 2013 and Sociology since 2020 at the University of Bologna. Her background includes a Bachelor's degree in Sociology, a Master's degree in Health Sociology (II Cycle), and a Ph.D. in Social Policies, complemented by study visits in Europe and the USA.

**CAMPUS**

FORLÌ

**PROJECT TITLE**

MEASURING THE PERFORMANCE OF SOCIAL SERVICES DEDICATED TO OLDER PEOPLE

**CONTRACT INTO FORCE TILL**

JUNE 1, 2025

**JEL CODE**

M41 | I2

**NATALIA CARDENÀ***Post-Doc*

Natalia holds a Bachelor's degree in Economics and Business from the University of Milano Bicocca and a M.Sc. in Business Administration and Innovation in Healthcare from Copenhagen Business School. Prior to her role at the University of Bologna, she worked as a Blue Book Trainee, seconded from the European Commission, at the European Environment Agency in the data management group. Her primary research interest lies in sustainability transition, decarbonization and economic development.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

ORGANIZATIONAL BOUNDARIES FOR SUSTAINABILITY TRANSITION

**CONTRACT INTO FORCE TILL**

SEPTEMBER 30, 2025

**JEL CODE**

M41 | I2 | I3 | I18 | I24 | H7 | L3

**SIMONA CERAULO***Post-Doc*

Simona's research focuses on the integration of circular economy principles into innovative business models. Her work explores the drivers enabling this transition, with particular attention to purpose-driven enterprises and the resolution of organizational paradoxes. Has served as a teaching tutor for the following courses: Managerial Accounting and Reporting in Sustainable Tourism, Business Administration and Accounting, and Management Accounting, contributing to the academic growth of first and second-cycle students.

**CAMPUS**

RIMINI

**PROJECT TITLE**

TOWARD CIRCULAR ECONOMY: A BUSINESS MODEL INNOVATION PERSPECTIVE

**CONTRACT INTO FORCE TILL**

APRIL 30, 2025

**JEL CODE**

Q56 | M14 | M41

**GIULIO CORAZZA***Post-Doc*

Giulio is a Post-Doctoral Research Fellow in Entrepreneurship at the Department of Management. Before joining the Department, he gained experience in the service industry and worked on projects involving data platforms. His research interests primarily focus on entrepreneurship.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

INSTITUTIONS, EDUCATION AND ENTREPRENEURSHIP STUDIES: A NOVEL PERSPECTIVE ON UNIVERSITY IMPACT

**CONTRACT INTO FORCE TILL**

APRIL 30, 2025

**JEL CODE**

M13

**ANDREA ESTEFANIA CORDERO MERA***Post-Doc*

Andrea holds a Bachelor in Civil Engineering (University of Cuenca), and a Master of Science in Environmental Engineering with a specialization in Climate Change Adaptation (UNIBO). She served as an Environmental Consultant in Hydrology and Flood Forecast. Fields of expertise: circular economy, statistical analysis, advanced hydrosystems, adaptation strategies for climate crisis. Principal research interests: natural based solutions, life cycle assessment, and the socio-economic implications of global warming.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

LIFE SANDBOIL EUROPEAN PROJECT

**CONTRACT INTO FORCE TILL**

DECEMBER 31, 2024

**JEL CODE**

C6 | M1 | M2 | Q1 | Q2 | Q52 | Q56

**PIETRO DE PONTI***Post-Doc*

Pietro holds a Ph.D. in Economics and Statistics from Università degli Studi di Milano-Bicocca. He conducts research in the fields of international business and economics. At DISA, he works on a project regarding the analysis of supply chain vulnerabilities of a set of strategic sectors in Italy, with a primary focus on issues related to critical raw materials.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

CASCADE - CRITICALITY ANALYSIS FOR SUPPLY CHAIN AVAILABILITY AND DEPENDENCY EVALUATION

**CONTRACT INTO FORCE TILL**

DECEMBER 31, 2025

**JEL CODE**

F23 | D23 | M2

**MUSA ESSA***Post-Doc*

Musa is a Postdoc in Marketing - Consumer Behavior. He obtained his PhD from the University of Bologna, Department of Management. His was a visiting scholar at the Rotterdam School of Management Erasmus University. His main research interest focuses on how consumer behavior can affect marketplace inclusivity. His work has appeared in several international conferences (EMAC, EACR, ACR), and he has won the best dissertation award during the 2023 ACR conference held in Seattle.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

BUSINESS MODELS FOR LOCAL DELIVERY PLATFORM

**CONTRACT INTO FORCE TILL**

JANUARY 31, 2025

**JEL CODE**

M31

**UM-E-ROMAN FAYYAZ***Post-Doc*

Um-E-Roman works on board diversity aspects in Italian Innovative startups. She obtained her PhD in Accounting, Management, and Business Economics from the G. d'Annunzio University of Chieti-Pescara and served as a Post-Doc. She initiated her professional journey as a research intern at the Parliament and Senate of Pakistan and subsequently transitioned to Askari Bank Limited as a Trainee Officer. Her research publications center on corporate governance, board diversity issues, and sustainability, particularly emphasizing firm strategic decision-making.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

FEMALE ENTREPRENEURSHIP IN INNOVATIVE ITALIAN START-UPS (FEMALENT)

**CONTRACT INTO FORCE TILL**

AUGUST 31, 2025

**JEL CODE**

M1 | M2 | M13 | M14 | G3



**ANNA FEDOROVA**

*Post-Doc*

Anna obtained her PhD in Management degree in Ca' Foscari University of Venice. Her PhD dissertation was dedicated to individual creativity in social networks. Anna joined the Department of Management at the University of Bologna in April 2022 to work on ERASMUS+ project about entrepreneurial education. Anna is a tutor of several courses in the area of general management.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

THE EUROPEAN GREEN ENERGY INDUSTRY: EQUITY FINANCING INSTRUMENTS AND POLICIES IN THE CLIMATE ACTION AGENDA

**CONTRACT INTO FORCE TILL**

APRIL 30, 2025

**JEL CODE**

I23 | O32 | M



**FRANCESCA FINO**

*Post-Doc*

Francesca is a Post-Doctoral researcher specializing in Cultural Heritage Management. Previously, she was a research fellow and PhD candidate in Analysis and Management of Cultural Heritage at the IMT School for Advanced Studies Lucca. She holds a Master's degree in Management from the University of Pisa and is an alumna of Scuola Superiore Sant'Anna. Her research centers on the organization and management of cultural institutions, with a particular emphasis on accounting and accountability within cultural and public organizations. Her current research project explores how management practices are represented in industrial heritage sites.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

THE REPRESENTATION OF CORPORATE HISTORY IN INDUSTRIAL HERITAGE SITES

**CONTRACT INTO FORCE TILL**

SEPTEMBER 30, 2025

**JEL CODE**

L3 | M41 | Z11



**DAVIDE FIORI**

*Post-Doc*

Davide is a Research Fellow involved in the national project "Consumer Analytics and Technology Transformation in Sports Marketing and Management" (CATTSM). He holds a Bachelor in Sport Science and a Master in Sports Management, both completed in Bologna. He's currently completing a 2nd level Master's at University of Udine and "Foro Italico" University of Rome. Previously, he worked as Team Manager of Dinamo Sassari, a basketball team in Italy's top division (LBA). His research focuses on sports management, marketing, and innovation.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

CONSUMER ANALYTICS AND TECHNOLOGY TRANSFORMATION IN SPORTS MARKETING AND MANAGEMENT

**CONTRACT INTO FORCE TILL**

SEPTEMBER 30, 2025

**JEL CODE**

M31 | L83



**LUCA GALATI**

*Post-Doc*

Luca works on Decentralised Empirical Market Microstructure. He earned a PhD in Finance from the University of Wollongong (Australia) and one in Accounting from Molise. He was also an Industrial Researcher at the Rozetta Institute and a FX Benchmark Surveillance Specialist at LSEG. His publications appear in the Journal of Banking & Finance, British Accounting Review, Journal of Futures Markets, International Review of Financial Analysis, and Finance Research Letters.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

THE IMPACT OF DIVERSITY AND INCLUSION ON MANAGEMENT CONTROL AND CORPORATE DISCLOSURE: THE ROLE OF FINANCE

**CONTRACT INTO FORCE TILL**

DECEMBER 31, 2025

**JEL CODE**

G12 | G14 | G15



**ELEONORA GRASSI**

*Post-Doc*

Eleonora is a Ph.D. student in the Management track, with specific research in Social Innovation and Public Management. She holds a master's degree in Social Economics, and before joining the program, she worked for the Italian Sustainable Investment Forum. Her main research interests are related to social innovation and impact measurement.

**CONTRACT INTO FORCE TILL**

JULY 31, 2025

**JEL CODE**

O35 | M14



**GABRIELE LECIS**

*Post-Doc*

Gabriele holds a bachelor’s degree in Economics and Finance from the University of Cagliari and a master’s degree in Business Administration from the University of Bologna. His primary research interests focus on technology, sustainability and social impact. He is involved in a collaborative project with MOST- Centro Nazionale per la Mobilità Sostenibile, studying business models for the use of drones in passenger and cargo transportation.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

DIGITAL TECHNOLOGIES AND NEW BUSINESS MODELS FOR SUSTAINABLE MOBILITY

**CONTRACT INTO FORCE TILL**

DECEMBER 31, 2025

**JEL CODE**

L31 | O35 | Q1



**GIULIA LEONI**

*Post-Doc*

Giulia holds a Ph.D. in Management and a Second Cycle Degree in Economics and Management (University of Bologna). Her research interests include performance management systems, collaborative governance, management of digital technologies, and sustainability. She teaches the Business and Public Institutions Economics Lab course at the Degree program in Economics and business and other courses at the Master in City Management of the University of Bologna. She is a member of the SC of the Master in City Management.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

DATABASE ON UNIVERSITY STUDENTS FOR MAPPING STUDENTS’ SKILLS, SUSTAINABILITY COMPETENCIES, JOB MARKET NEEDS AND GRADUATES’ EMPLOYABILITY

**CONTRACT INTO FORCE TILL**

DECEMBER 31, 2025

**JEL CODE**

M1 | M4 | H7 | M14 | Q1 | O33 | Q56



**VALERIIA MELNYK**

*Post-Doc*

Valeriia defended her PhD thesis in February 2024 at Nord University Business School in Norway, which was focused on digitalization of personal finance in the context of Ukraine before and during the war, and included analysis of financial literacy, trust in banks and accountability of charity organizations. Valeriia currently works on a project titled “Hell, purgatory, or paradise? institutionalizing Smart Working IN Governments (SWING)” at the University of Bologna. Valeriia’s research interests are rooted in accountability, digitalization, public finance and performance management in the public sector.

**CAMPUS**

FORLÌ

**PROJECT TITLE**

HELL, PURGATORY, OR PARADISE? INSTITUTIONALISING SMART WORKING IN GOVERNMENTS (SWING)

**CONTRACT INTO FORCE TILL**

JULY 31, 2025

**JEL CODE**

M41



**MARIO MIOZZA**

*Post-Doc*

Mario Miozza is a Post Doctoral Researcher in Management and a Teaching Assistant for M.Sc. courses in Strategic Management. His current research focuses on Sustainability and Digital transformation, as well as Sustainable Business Models. He has published in international journals such as IEEE Transactions on Engineering Management and Technological Forecasting and Social Change.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

CHEMATSUSTAIN

**CONTRACT INTO FORCE TILL**

JUNE 1, 2025

**JEL CODE**

L6 | M1 | O3 | O32 | O33 | Q1 | Q53 | Q56



**KOT DAVID ADHAL NGUAR**

*Post-Doc*

Kot David has a Ph.D in Management and Master of Science in Business Administration from the University of Rome Tor Vergata in Italy. He holds a Master of Science in Economics and Policy Evaluation from the University of Rome Sapienza. He has published in the Int. J. Innovation Management, Int. J. Electronic Governance, Knowledge Management Research & Practice, and Marketing Intelligence & Planning. He was a Post-doc Fellow at the University of Bologna. Research interest: development economics, digital transformation, political economy, and public management reforms.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

SUSTAINABILITY COMPETENCIES AND GRADUATES’ EMPLOYABILITY: EMBEDDING THE SUSTAINABLE DEVELOPMENT GOALS IN THE UNIVERSITIES’ CURRICULA

**CONTRACT INTO FORCE TILL**

FEBRUARY 28TH, 2024

**JEL CODE**

M1 | M54



**MATILDE RAPEZZI**

*Post-Doc*

Matilde is a post-doc researcher in Marketing. She holds a PhD in General Management from the University of Bologna. Her research interests revolve around consumer behavior, with a particular focus on language, impression management, and social media. Further, Matilde studies consumer responses to retailing technologies from a psychological perspective.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

IN-STORE SENSORS AND RETAIL INDUSTRY DEMAND ESTIMATION

**CONTRACT**

JANUARY 31, 2025

**JEL CODE**

M31



**JESSICA TANGHETTI**

*Post-Doc*

Jessica is involved in a project about the societal value of culture. Before, she was Post-Doc at Ca' Foscari, where she worked on a project on the evolution of creative clusters. She holds a Ph.D in Business&Law from University of Brescia, during which she visited King's College London, where she developed her thesis on business investments in the arts. Her research interests are on museums' management, art investments and creative work.

**CAMPUS**

BOLOGNA

**PROJECT TITLE**

UNDERSTANDING, CAPTURING AND FOSTERING THE SOCIETAL VALUE OF CULTURE - HORIZON 2020

**CONTRACT**

JULY 31, 2025

**JEL CODE**

M1 | M4



**KORINZIA TONIOLO**

*Post-Doc*

Korinzia is a fourth-year Ph.D. student in Management. Before joining the Ph.D. program, she worked as a Research Fellow at the Department of Management at Ca' Foscari University in Venice. Her main research interests are related to the management of new digital technologies, in particular artificial intelligence. In August 2024 she left the Department.

**JEL CODE**

O32 | O33

**CONTRACT**

JULY 31, 2024

## PEOPLE PH.D. STUDENTS



**ANNALISA BREGA**

*Ph.D. Student (38° cycle)*

Annalisa is a PhD student in Public Governance, Management and Policy under the Department of Management at the University of Bologna. She is a public manager at the University of Bologna experienced in project management, design of international Bachelor and Master programs and student' services. She holds a Master Degree in Semiotics and a Master in Public Management and Innovation. Her research interests are related to Strategy, Performance Management and Risk Management in Higher Education Institutions.



**MARIANNA VANESSA  
BUONI PINEDA**

*PhD student (39° Cycle)*

Marianna is an assistant researcher and PhD candidate in Management with a focus on Strategic Management and Entrepreneurship. With a background in Economics and expertise in econometrics and economic modeling, her research explores digital transformation in creative industries. She is particularly interested in how ecosystems and platforms are integrated into non-fungible token (NFT) projects, addressing both the challenges and opportunities for entrepreneurs and small businesses. In 2023, Marianna launched her own NFT collection, which gave her valuable hands-on experience with digital platforms and strategic decision-making. Her work seeks to connect technological advancements with cultural ecosystems, fostering innovation and sustainability in the creative industries.

**JEL CODE**

L26 | L38 | L53 | M21 | Q55



**DEBORA CASOLI**

*Ph.D. Student (37° cycle)*

Debora is a PhD Student in the “Frontier Program” - “Future of the Hearth, Climate Changes and Social Challenges”. She is teaching assistant at the School of Economics and Management - Rimini Campus, Unibo - since 2016. She is involved in the management and marketing courses at the School of Economics, Management, and Statistics – Rimini campus (Bologna). She collaborated with the Center for Advanced Studies in Tourism of the University of Bologna for the project “Mototourism”. She is the Rimini Campus Chapter Leader of the Alma Mater Alumni Community. Her research interests are Circular Economy, Climate Change, sustainability marketing, Green Packaging, Tourism Hospitality, Motorcycle tourism, Sport Tourism.

**JEL CODE**

M31



**ALESSANDRA CAVALLO**

*Ph.D. Student (38° cycle)*

Alessandra is a PhD student in Management at the University of Bologna. She holds a Bachelor degree in International Business with Languages from Glasgow Caledonian University and a Master degree in International Development from the University of Edinburgh. She has worked in the field of EU project management for two years. Her main research interests include microfinance, microfinance institutions and their related corporate governance mechanisms.

**JEL CODE**

G2 | G21 | G23

**NICOLÒ COCCHI***Post-Doc and PhD Student (36° Cycle)*

Nicolò Cocchi is currently a PhD student in general management. He is also affiliated with Oper.Lab, the Observatory for Open Innovation at DiSA. His research focuses on innovation management, especially new product development, design thinking, and open innovation. Nicolò earned his MSc in management engineering from the University of Pisa, then he was a visiting student at the School for Business and Society, University of York and at the Department of Management and Production Engineering, Politecnico di Torino. He also worked as a research fellow at the Department of Sciences and Methods for Engineering, University of Modena and Reggio Emilia.

**JEL CODE**

O31 | O35 | O33

**STEFANIA COLACICCO***Ph.D. Student (39° cycle)*

Stefania is a Ph.D. student in Public Governance, Management and Policy. Before she worked for two of the first Italian Private Banks for four years, and I held a previous position as a junior project manager at a well-known multinational consulting firm. In 2017, she moved to London, where she studied and worked for 3 years. Her first degree was in Business and Economics at the University of Bologna and her MSc at the Catholic University of the Sacred Heart in Milan was in Management and Finance. She has a particular interest in developing and applying new methods within the Project Financing field for social services, and in discovering new factors that will improve the effectiveness of its models.

**JEL CODE**

G24 | H | H75 | I3 | L3 | L31 | L32 | L33 | O35

**LAURA CROCCO***Ph.D Student (39° Cycle)*

Laura is a Ph.D. student in Finance. She earned a Bachelor's degree in Economics from the University of Padua (2021) and a Master of Science in Business Administration (final grade: 110/110) jointly completed in French at Panthéon-Sorbonne Paris 1 University and in English at the University of Padua (2023). Her research interests focus on climate finance and corporate finance.

**JEL CODE**

G30 | G10

**LORENZO DANIELI***Ph.D. Student (39° Cycle)*

Lorenzo is a Ph.D. student in the Accounting, Banking and Finance track. He holds a bachelor's degree in Economics and Business from Luiss Guido Carli University and a Master of Science degree in Economics from HEC Lausanne. He has experience in risk analysis for the insurance and financial sectors from working first at EIOPA and then at ESMA. His main research interests are related to retail investor financial behaviour, technological innovation in financial markets and financial education.

**JEL CODE**

G11 | G23 | G41

**SARA D'ATTORRE***Ph.D. Student (38° cycle)*

After a BA in Contemporary History (2006) and a Master in European Studies from the University of Bath and Sciences Po (2008), Sara obtained a Master Degree in Management for the Social Economy in 2017. In the meantime, she worked as European Project Manager on international cooperation, social economy and innovation. She's currently working as a Project Manager for the internationalization of regional innovation ecosystem towards the United States, with particular attention to the most innovative hubs (Silicon Valley, Boston, Philadelphia, Houston). Sara is enrolled in the PhD in Public-GoMaP.



**CHIARA GIULIA DE LEO**  
*Ph.D. Student (36°cycle)*

Chiara is a joint Ph.D. candidate in Management at the University of Bologna and the University of Edinburgh and is part of the first cohort of the UNA Europa Doctoral Program in Cultural Heritage. She holds a B.Sc. in Economics and Management for Art, Culture, and Communication from Bocconi University and an M.A. in Art History from the Courtauld Institute of Art in London. She worked for almost five years in the art world in art galleries, museums, and auction houses. Her main research interests are the materiality and microfoundations of institutional change and digital transformation processes in the museums' sector.

**JEL CODE**

Z11 | O33 | Z38



**DARIA DEMYANOVA**  
*Ph.D. Student (38°cycle)*

Daria is a Ph.D. student in Management. She holds a bachelor's degree in Management from the Higher School of Economics and a master's degree in Fashion Studies with a Curriculum Strategy in Fashion Management from the University of Bologna. Her main research interests are related to circular economy, sustainable business models and circular ecosystems.

**JEL CODE**

M1 | Q1



**AMBROGIO DIONIGI**  
*Ph.D. Student (38°cycle)*

Ambrogio is a PhD student in Public Governance, Management and Policy. He has a particular interest in methods pertaining to the relationship between public administration and companies. His work is focused on collaboration, participation and co-production of services between local administration and companies and the phenomenon of deinstitutionalization. He is currently in charge at the Office of Employment Policies and Services of the Metropolitan City and the Municipality of Bologna. Before he qualified as a lawyer. He holds a master's degree in Administration and Territorial Governance from Luiss Guido Carli and SSAI - Scuola superiore Amministrazione degli Interni - and another one from the Brodolini Foundation in Diversity management.

**JEL CODE**

M1 | M5



**FARDEEN DODO**  
*Ph.D. Student (36°cycle)*

Fardeen studies how entrepreneurship improves and/or worsens the state of wellbeing of people and societies. He earned a First cycle Degree from Bayero University, Kano (Nigeria) and a Second cycle Degree from Newcastle University (UK). Fardeen has taught entrepreneurship at American University of Nigeria and consulted for entrepreneurs, and local and international NGOs. His overarching research interests focus on understanding how entrepreneurship can best be promoted for targeted development outcomes in Sub-Saharan Africa.

**JEL CODE**

O1 | L26, M13 | L31 | L32



**OTTAVIA DORRUCCI**  
*Ph.D. Student (38°cycle)*

Ottavia is a Ph.D. Student in Management. She has a MA in Innovation and Organisation of Culture and the Arts (University of Bologna), a BA in Philosophy, Politics, and Economics (Ca' Foscari University, Venice), a MA in Piano from the Conservatory of Music of Verona and a Master's at Teatro Comunale di Bologna. Her research interests vert on the use of accounting information in decision-making processes, on cultural and creative industries and public-private partnerships.

**JEL CODE**

M41 | L32 | Z1



**JINRONG DUAN**

*Ph.D. Student (40°cycle)*

Jinrong is a Ph.D. student in Management. With an MSc in Human Resource Management from the University of Southampton (UoS), her pre-program research explored the impact of shared leadership in virtual teams on job satisfaction. She has gained hands-on experience through internships with prominent financial institutions such as Shanghai Pudong Development Bank and Huaxia Bank. Jinrong also participated in a collaborative project between UoS and Veopl, a UK-based startup. Her current research focuses on leadership, diversity and positive work psychology.

**JEL CODE**

D23 | M14 | O15



**ROBERTA FERRARINI**

*Ph.D. Student (37° cycle)*

Graduated in Art Management at the University of Bologna, Roberta is currently part of the GIOCA Research Group. Previously, she coordinated the Una Europa project UnaMuseums, researching museums and collections management. Her Ph.D. research project studies the case of Venice, from a multilevel governance perspective.

**JEL CODE**

H7, M1, M48



**MARIA CECILIA FLORES**

*Post-Doc and PhD Student (35° Cycle)*

Cecilia is a Ph.D. student in the General Management track with a Degree in engineering from the University of Buenos Aires (UBA). She completed a postgraduate program in Innovation and Product Design at the AOTS Institute of Tokyo and earned a Master's Degree in International Relations at the University of Bologna (Unibo). She has worked at the Technology Transfer Office of UBA and is currently collaborating with the Knowledge Transfer Office at Unibo.

**JEL CODE**

O32



**CRISTIAN FORONI**

*Ph.D. Student (37° cycle)*

Cristian is a PhD student in Future Earth, Climate Change and Societal Challenges under the Department of Management at the University of Bologna. He holds a degree in Management for Social Economy and a master in Development Economics. His main research interests include green and sustainable finance, climate-related financial risks, and ESG ratings.

**JEL CODE**

G21 | Q1 | Q56



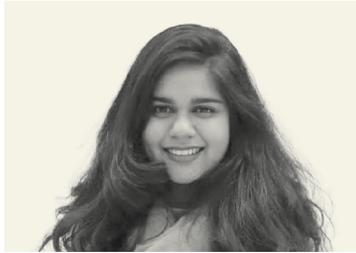
**GABRIEL FRANCESCHINI**

*Ph.D. Student (38°cycle)*

Gabriel is a Ph.D. student in the Management Track. He holds a bachelor's degree in International Relations and a master's degree in Service Management, both from the University of Bologna. Before joining the Ph.D., he gained experience in the manufacturing industry and worked on several projects in collaboration with the University. His research interests focus on Innovation Management, particularly concerning innovation strategy, technological trajectories, breakthrough innovation, patenting activities, and technological competition.

**JEL CODE**

O31 | O32 | O33 | O34



**RICHA GAAVAR**

*Ph.D. Student (36°cycle)*

Richa Gaavar is a fourth-year PhD candidate in the Department of Management at the University of Bologna. She completed her Bachelors in Commerce (Hons.) from University of Delhi (India), Master in Commerce from Panjab University, Chandigarh (India) and a Master of Research in Management Sciences from ESADE Business School (Barcelona, Spain). She has been a visiting PhD candidate at Grenoble Ecole de Management in France. Her research interests are aimed at exploring the manner in which gender & class intersect to affect the experiences of working women in flexible work arrangements.

**JEL CODE**

M14 | M12 | M16 | M



**FIRDAWSS GARTITE**

*Ph.D. Student (38°cycle)*

Firdawss is a Ph.D. Student in Public Governance, Mangement and Policy. She holds a Bachelor's Degree in Political Science and International Relationships and a Master's Degree in Health Economics, Management and Policy. She collaborates with the excellent Rizzoli Orthopedic Institute in order to identify effective and efficient methods of managing public health services relationships. Her primary research interests are related to Economic evaluation of clinical pathways and Public-Private Partnerships sustainability.

**JEL CODE**

G28 | H | I18 | M41



**ETTORE GORNI**

*Ph.D. Student (39°cycle)*

Ettore is a Ph.D student in General Management and serves as a teaching assistant in the Design of Business Processes course. With an MSc in Management Engineering from the University of Bologna, his pre-program research explored the relationship between Psychological Flexibility and Open Innovation behaviors in Science. Ettore has worked as a designer, coordinator, researcher, and consultant for European projects in the field of youth. His current research focuses on collaborative dynamics and open innovation.

**JEL CODE**

O3



**MURAD HASANOV**

*Ph.D. Student (40° Cycle)*

Murad is a Ph.D. student in the Management track at the University of Bologna, where he explores the intersection of technology and managerial practices. He earned his Bachelor's degree in Economics at ADA University in Azerbaijan and his Master's degree in Economics and Management at the University of Bologna. Fluent in Azerbaijani, Russian, English, and Turkish, his language skills allow him to access and analyze data across different linguistic contexts. His professional background includes experience in the banking sector and a technology start-up focused on UAV production.

**JEL CODE**

M15 | M21 | O32 | O33



**NOVIN HASHEMI**

*Ph.D. Student (36°cycle)*

Novin is a Ph.D. student in the General Management track. She has a Second cycle Degree in Business Administration – International Management with a focus on Marketing from the University of Bologna. She has a background in research on E-commerce and CKM and working as a strategist in the Marketing and Advertising field.

**JEL CODE**

M31 | M37 | M1



**LIHUA HUANG**

*Ph.D. Student (40° Cycle)*

Lihua is a first-year Ph.D. student in the Accounting, Banking, and Finance track. She holds two Second-cycle Degrees: one in Leadership and Management from Hungary and another in Business Administration from China. Her primary research interests include corporate finance, CEO succession, and interim CEOs.

**JEL CODE**

G3 | G34



**XINYUE HUANG**

*Ph.D. Student (40th Cycle)*

Xinyue is a first-year Ph.D. student in Finance track. She earned her Master's degree in Law and Finance from Trinity College Dublin in 2022. Her research interests center on Corporate Finance, with a focus on applying machine learning techniques to finance, investment portfolios, and quantitative finance.

**JEL CODE**

C63 | G11 | G24 | G31



**MOHAMMAD HAWILY**

*Ph.D. Student (37°cycle)*

Mohammad is a Ph.D. student in the Management track. He holds a first cycle degree in International Business Management from the Lebanese International University (Lebanon) and a Second cycle Degree in Service Management from the University of Bologna. His academic background incorporates international business management, strategic management, marketing, economics, finance, and accounting. His research interests are in the field of international entrepreneurship, international business management, and diversity.

**JEL CODE**

L26 | M16 | M14



**IBISO KEJEH**

*Ph.D. Student (39° cycle)*

Ibiso has a B-Tech in Computer Engineering and obtained an MSc in Engineering Business Management at University of Warwick United Kingdom. She also has an Executive Master in Business Analytics and Data Science at Bologna Business School (BBS). She has over 10 years of work experience in Public sector in Nigeria. Her research interest is in the area of developing new skills and retaining talent in Public Administration in line with Digital transformation initiatives within the Italian context.

**JEL CODE**

D23 | O15



**NICO LAURIDSEN**

*Ph.D. Student (35° cycle)*

Nico is a Ph.D. student in the Banking and Finance track. His background includes economics and finance, executive management experience in startup and scaleup and digital transformation advisor for SMEs. His main research interests are related to Fintech, Open Banking model, and PSD2 - Payment Services Directive 2.

**JEL CODE**

G23 | E61 | P43



**ORNELA LINA**

*Ph.D. Student (36°cycle)*

Ornela is a Ph.D. student in the General Management track. Her main research interests are related to Circular Economy, in particular, the development of business models for a circular economy. She studied Finance-Accounting and Business Administration at the University of Tirana (Albania).

**JEL CODE**



**SEBASTIANO LEONELLI**

*Ph.D. Student (39° cycle)*

Sebastiano is a Ph.D. student in the General Management track. He holds a bachelor's degree in Business Administration from the University of Modena and Reggio Emilia and a master's degree in International Business & Entrepreneurship from the University of Pavia. His main research interests revolve around the conjuncture of entrepreneurship and innovation management, and new technologies.

**JEL CODE**

L26 | M13 | O3



**VALENTINA LIGUORI**

*Ph.D. Student (40° Cycle)*

Valentina is a PhD candidate in Public Governance, with a bachelor's degree in Business Administration from the University of Naples and a master's degree in Business Management from the University of Bologna. Her research centers on the analysis of educational institutions and the diverse factors that influence their development and effectiveness.

**JEL CODE**

I2 | I24 | M1 | M15



**FRANCESCO LOMBARDI**

*Ph.D. Student (40° Cycle)*

Francesco is a PhD student in the Banking and Finance track at the University of Bologna. He holds a Bachelor's Degree in Foreign Languages (English, German and Chinese) from the University of Bologna with scholarships at Technische Universität Dortmund and Humboldt-Universität zu Berlin. He holds a Master's Degree in International Management from the University of Sacred Heart in Milan and won a scholarship to study at Faculty of Business and Economics of the University of Melbourne, Australia. Before joining the program, he was a banker, working as Client Advisor in Crédit Agricole Italia. His main research interests include Green Banking; ESG metrics; Climate and Cross-Cultural Finance.

**JEL CODE**

G11 | G15 | G21 | Q56



**CRISTOFORO LOSITO**

*Ph.D. Student (37°cycle)*

Cristoforo is a PhD student in marketing. Broadly, his substantive research interests include consumer behavior, digital marketing and sustainability. His work focuses on multimodal communication on social media, with a particular emphasis on richer unstructured data, such as videos.

**JEL CODE**

M31 | C3 | M11 | O32 | Q53

**MONICA MAGRONE***Ph.D. Student (38°cycle)*

Monica is a PhD student in the management track. She holds a bachelor's degree in International Tourism and Leisure Industries and a master's degree in Service Management, both from the University of Bologna. Her academic background includes management, statistics, organizational behavior, marketing, and accounting. Her research interests are in the field of organizational behavior, human resource management, and the service industry.

**JEL CODE**

D23 | L83 | M14

**ZARRIN MAHDIZADEH***Ph.D. Student (36°cycle)*

Zarrin is a student in Management. She holds a First cycle Degree in Theoretical Economics and an Second cycle Degree in International Business Management at the University of Tabriz (Azerbaijan). Before joining the Ph.D. program, she worked at several High-Tech companies in Iran as a Marketing Analyst and Instructor. Her research interests include Human Research Management, Organisational Behavior, and Marketing.

**JEL CODE**

M31

**SIMONETTA MASCIA***Ph.D. Student (39° Cycle)*

Simonetta is a Ph.D. Student in Public Governance, Management and Policy. She holds a master's degree in Accounting from the University of Bologna and a bachelor's degree in Business Administration from the University of Cagliari. Her Ph.D. research project focuses on the topic of resilience and financial vulnerability of local governments.

**JEL CODE**

H7 | M4 | M1

**MATTEO MERLO***Ph.D. Student (37°cycle)*

Matteo is a Ph.D. student in the Banking and Finance track. He holds a First cycle Degree in Economics and Business Administration from the University of Roma Tre, and a Master's degree in Economics and Accounting from the University of Bologna. Before joining the Ph.D. program, he worked as a trainee chartered accountant and auditor. His main research interests are focused on financial accounting, capital markets and corporate valuation.

**JEL CODE**

G34 | M4 | M41

**HIRSTINA MILJKOVIC***Ph.D. Student (40° Cycle)*

Hristina Miljković is a PhD Student. Her research focuses on impact investments, climate change, and the public sector's role in sustainable transitions, building on her master's thesis on the environmental impact on corporate capital structures post-Paris Agreement. She holds a Master's in Business Administration from the University of Bologna and is pursuing the CFA charter. She works as a teaching assistant predominantly for finance courses.

**JEL CODE**

Q01 | G32 | H23

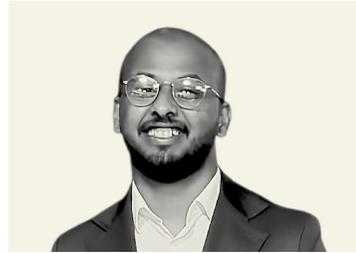


**MURTUZA SOOFI MOHAMMED**  
*Ph.D. Student (36° cycle)*

Mohammed Murtuza Soofi is a Final Year PhD student in Management at the University of Bologna. Currently involved in research in Consumer Behaviour, Soofi's research interests involve Consumer and Brand Identities. He has completed his Master of Science in Business Management from Sapienza University of Rome and a Post Graduate Diploma in Business Management from the University of Hyderabad, India. He has worked with Amazon and an Italian Sustainable e-commerce startup, Impakter.com.

**JEL CODE**

O31 | M1 | O35 | O34



**AMMR MOHAMED ABDEL SAYED**  
*Ph.D Student (39° cycle)*

Ammr is a Ph.D. Candidate in Public Governance, Management, and Policy. He holds a Bachelor's degree in Economics from the University of Turin and a Master's in Management for Social Economy from the University of Bologna. His research explores the participation of second-generation migrants in co-production processes, analyzing enabling conditions, power dynamics, and empowerment. His study investigates how participatory governance can enhance the agency of second-generation migrants and contribute to more inclusive public services.

**JEL CODE**

H7 | I3 | L31



**MARIO NICOLAS MORA**  
*Ph.D. Student (37° cycle)*

Nicolas is a Ph.D. candidate in Future Earth, Climate Change, and Societal Challenges at the Department of Management, holds a B.Sc. in Business and Economics from the University of Bologna, an M.Sc. in Economics and Development from the University of Florence, and a Global MBA in Green Energy and Sustainable Businesses from Bologna Business School. With international experiences in Ecuador, Sweden, Spain, and Argentina, he integrates global perspectives into his research.

Currently, Nicolas is a tutor in Economics and Business Organization at the Department of Electrical Energy Engineering, Bologna campus. His research focuses on sustainability and supply chain management, reflecting a commitment to advancing knowledge in these areas and exploring the intersection of sustainability and economic development.

**JEL CODE**

M14 | M21 | Q1



**ALICE MOZZONI**  
*PhD Student (39° cycle)*

Alice is a student in the PhD course in Public Governance, Management and Policy (Public Go-MaP). She obtained a Bachelor's degree in International and Diplomatic Sciences and a Master's degree in Social Economy Management, both earned at the University of Bologna. Her main research topics are focused on the management of public services, social and healthcare and the performance of models of public service delivery.

**JEL CODE**

H75 | L32 | L33



**NATALIA PANCHIERI**  
*Ph.D. Student (39° Cycle)*

Natalia is a PhD student in the General Management track. She holds a Master Degree in Management Engineering from Politecnico di Milano. Before graduating, she was part of the "Osservatorio CrowdInvesting" at Politecnico di Milano and conducted research on crowdfunding. Before joining the PhD program, she worked as a Consultant in the Financial Services, Media & Telco and Energy & Utilities sectors. Her current research interests are Entrepreneurship and Innovation.

**JEL CODE**

L26 | M13 | O3



**BRIGITTA PASQUALETTO**  
*Ph.D. Student (40° Cycle)*

Brigitta is a first-year Ph.D. student in Management with a passion for innovative marketing. She holds a Master's degree in Statistical Sciences (Marketing and Market Research) from the University of Bologna, where her thesis focused on rebranding processes. After two years as a marketing analyst consultant, her research interests now focus on sustainable marketing, consumer behavior, and marketing data analysis.

**JEL CODE**

M31



**NOEMI PECORARO**  
*Ph.D. Student (39° cycle)*

Noemi is Ph.D. student in Management. She holds a Bachelor's degree in Business Administration from the University of Catania and a Master's degree in Business and Profession from the University of Bologna. Noemi undertook an internship in the audit department at KPMG in Bologna. Her primary research interests are focused on accounting and corporate finance, particularly in the field of taxation.

**JEL CODE**

G34 | H25 | H26 | M4 | M41



**MAFALDA PESCATORE**  
*Ph.D. Student (40° Cycle)*

Mafalda is a PhD student in Management. She holds a Bachelor's degree in Business Management and a Master's degree in Marketing from LUISS Guido Carli University. Prior to joining the PhD program, she worked as a Teaching Assistant for the Retail & Marketing Experience course at LUISS and collaborated with the X.ITE Research Center. Her primary research interests include digital marketing, AI in marketing, and consumer behavior. She is particularly focused on exploring how emerging technologies, especially AI-driven innovations, shape the overall customer experience through unstructured data analysis.

**JEL CODE**

M31



**SILVIA POLI**  
*Ph.D. Student (37°cycle)*

Silvia Poli is a Ph.D. candidate in Management and a teaching tutor at the Department of Industrial Engineering. Her background is in Forecasting, Innovation and Change (International Relations). Before joining the Ph.D. program, she had a research grant for an Erasmus Plus project on university-business collaboration. Her research interests are entrepreneurial support and entrepreneurial ecosystems in the creative and cultural sector. She is ordinary member of the Game Science Research Center.

**JEL CODE**

O3 | L26 | L82



**MARIO PONTIERI**  
*Ph.D. Student (38°cycle)*

Mario is a Ph.D. student in Public Governance, Management, and Policy (GoMaP). He holds a specialization diploma in Industrial and Labor Relations and a Master's degree in Health Law, both from the University of Bologna. His current research interests encompass public management, public leadership, leadership styles, human resource management, and organizational well-being. With a diverse educational background and ongoing Ph.D. studies, Mario is actively contributing to the field of public administration and management.

**JEL CODE**

O33 | M12



**GIAN LORENZO PREITE**  
*Ph.D. Student (38° cycle)*

Gian Lorenzo is a Ph.D. candidate in Public Governance, Management and Policy. Graduated in Statistics and Economics and with executive Master in Institutional Relations, Lobbying and Public Affairs, he gained a multi-year experience as Export sales manager at mainly multinational companies. Reliable and enthusiastic, he speaks six languages, has a deep interest in policy analysis and in 2017 with Professor Gherardo Girardi was co-author of the paper “Escaping the economist’s straightjacket: overcoming the free-rider mentality which prevents climate change from being addressed”. His current research focuses on social services and the related governance within the EU context.

**JEL CODE**  
B4 | F23 | G3 | G28 | H | H7 | H75 | I3 | I18  
L88 | M38 | O35 | O38 | Q1



**DAVIDE RAVAIOLI**  
*Ph.D. Student (38° cycle)*

Davide is a PhD student in the Management track. He holds a bachelor degree in Business and Economics from the University of Bologna and a Master degree in Management from Bocconi University in Milan. Before Joining the PhD Program, he worked for two year as a consultant and in the sales department in the automotive sector. His research interest are digital innovation and business strategy.

**JEL CODE**  
L1 | O3 | O31 | O33



**TOMMASO ROCCABIANCA**  
*Ph.D. Student (40° Cycle)*

Tommaso is a PhD Candidate in Public Governance with a background in Health Economics. His research focuses on the adoption of Robotic Surgery in the Italian National Health Service, studying its implications and costs for the SSN. To do so, he collaborates with the University Hospital of Bologna IRCCS Policlinico di Sant’Orsola.

**JEL CODE**  
I1 | M41 | O32



**ANDREA RONCADORI**  
*Ph.D. Student (39° cycle)*

Andrea is a Ph.D. student in Public GoMaP. He is a specialist in Health Economics & Outcome Research (HEOR) in a Research Cancer Center and collaborates with the hospital sector of the Emilia-Romagna Region. He holds a Master’s Degree in Health Economics, Management, and Policy and a BA in Statistics from Bologna University. After years of experience in clinical research, he focused his research interest on the study of outcomes in the clinical pathway of cancer patients, public governance models, and the evaluation of health technologies from a value-oriented perspective.

**JEL CODE**  
H75 | I1 | I18 | M48



**STANISLAV RUSSO**  
*Ph.D. Student (39° cycle)*

Stanislav is a Ph.D. student in Public Governance, Management and Policy. He holds a master degree in Business and Administration from the University of Bologna. His main research interests involve the study and evaluation of innovative models for monitoring and governing surgical patient pathways, from the Waiting List to hospital discharge. He collaborates with the Rizzoli Orthopedic Institute in order to study how to increase the efficiency and effectiveness of surgical patient pathways. Has had experience as assistant professor on two bachelor’s degree courses.

**JEL CODE**  
G28 | H | I1 | I18



**GRETA SERPENTE**

*Ph.D. Student (35° cycle)*

Greta is a Ph.D. student in Management. She holds a Second cycle Degree in Economics and Management from the University of Pescara. Her main research interests are related to Innovation and Entrepreneurship.

**JEL CODE**

03 | L26 | M13



**ELENA SINICO**

*Ph.D. Student (38° cycle)*

Elena is a student of the Ph.D. course in Public Governance, Management e Policy (Public Go-MaP). She holds a Bachelor in International Studies – Cooperation and Development from the University of Trento and a Master of Management of Social Economy at the Alma Mater Studiorum – University of Bologna. Her main research interests are related to the management of the migration phenomenon, particularly the features of the Italian reception system. Particularly, she is focusing on analyzing how the gender affects the integration path of asylum seekers to promote the design of more inclusive integration services.

**JEL CODE**

H7 | I3 | O15



**BESJON TANUZI**

*Ph.D. Student (40° Cycle)*

Besjon holds an MPA in Economic and Financial Policy from Cornell University, where he was an Infrastructure Policy Management and Finance (IPMF) Fellow, and a BA and MSc in Business Administration from the University of Tirana. He has worked as a fiscal risk expert in the Ministry of Finance of Albania and is a Pi Alpha Alpha honor society member. He has worked with the IMF and World Bank to enhance fiscal risk frameworks and advance policy design in Albania. His focus is economic and fiscal policies, infrastructure, and digital transformation in public services.

**JEL CODE**

A1 | H | H7 | H75 | H76 | L32 | L88 | P43



**FRANCESCA TESTON**

*P.D. Student (39° cycle)*

Francesca Teston is a PhD Student in Public GoMaP. Her research concerns performance measurement in long-term care. She holds a bachelor's and a master's degree in Management of Public Administration achieved at Bocconi University. She currently works as controller in one of the biggest public care home in Friuli Venezia Giulia Region. Previously she was involved in European funds management, in communication and in research on local development, both in Italy and abroad (South Tyrol, GER, USA).

**JEL CODE**

H75 | M41



**CHIARA VAGNINI**

*Ph.D. Student (36°cycle)*

Chiara is Ph.D. student in the General Management Track and teaching assistant of Management at the School of Engineering and Architecture of the University of Bologna. She holds a Master's degree in Management Engineering from the University of Bologna. Before joining the program, she conducted research activities on the decarbonization of European regions. Her research activity focuses on sustainable operations and supply chain management and industrial sustainability transition.

**JEL CODE**

M14 | Q56



**MACARENA PAZ VELASCO ROSALES**

*Ph.D. Student (37°cycle)*

Macarena is a Ph.D. student from the Future Earth, Climate Change and Societal Challenges, program. She is a Commercial Engineer from Pontificia Universidad Católica de Chile and holds a master’s degree in Business Administration in Green Energy and Sustainable Businesses from Bologna Business School. Her Research focuses on the feminist approach to organizational culture for sustainable work and green reporting.

**JEL CODE**

M14 | Q11



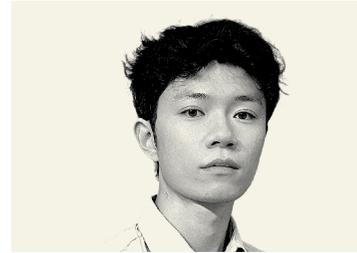
**XIAODAN WU**

*Ph.D. Student (37°cycle)*

Xiaodan is a Ph.D. student in the Management track. She holds two Second cycle Degrees in Psychology from China and the United States. Before joining Bologna University, she had also been working in academics, institutions, and entrepreneurial firms. She worked as an educational psychology researcher at Haidian District Institute of Educational Science and as a private education management officer at Haidian District Bureau of Education in Beijing (China). She also researched at Perking University (China), Tingshua University (China), Miami University (USA), and Liaoning Normal University (China). Her main research interests include an interdisciplinary study of organizational behavior and strategic management.

**JEL CODE**

M L2



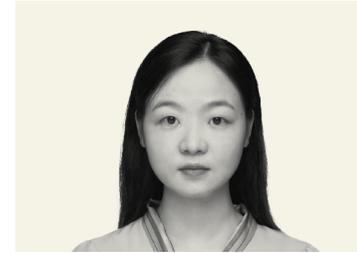
**CHENGMING YANG**

*Ph.D. Student (40°cycle)*

Chengming is a Ph.D. Candidate in Management. With a dual Master’s Degree in Business Economics and Information Management from KU Leuven in Belgium, he developed expertise in data analysis and sustainability strategies. His academic journey includes research experience in ESG management and route recommendation algorithms. Currently, his research examines strategies and policies for fostering circular and sustainable innovation ecosystems, with a particular focus on ESG regulations within the European Union.

**JEL CODE**

Q56



**BEIBEI YU**

*Ph.D. Student (38°cycle)*

Beibei Yu is a Ph.D. student in Management. She holds a Bachelor’s degree and a Master’s degree in Accounting from Guangzhou University. Before joining the Ph.D. program, she worked as an accounting teacher. Her main research interests are focused on corporate governance and financial behavior.

**JEL CODE**

G3 | G32 | M4



**TINGTING YU**

*Ph.D. Student (40° Cycle)*

Tingting is a Ph.D. student in the Management Track. She holds a Bachelor’s degree in Human Resource Management from Nanjing University of Finance and Economics and a Master’s degree in Business Economics from KU Leuven. Her research focuses on consumer behavior in food marketing, with particular emphasis on sustainable eating practices and pro-environmental behaviors.

**JEL CODE**

M31 | O3 | Q1

# JEL CODES

**A1** · GENERAL ECONOMICS

**A2** · ECONOMIC EDUCATION AND  
TEACHING OF ECONOMICS

**B4** · ECONOMIC METHODOLOGY

**B25** · HISTORICAL  
· INSTITUTIONAL  
· EVOLUTIONARY  
· AUSTRIAN  
· STOCKHOLM SCHOOL

**C3** · MULTIPLE OR SIMULTANEOUS  
EQUATION MODELS  
· MULTIPLE VARIABLES

**C6** · MATHEMATICAL METHODS  
· PROGRAMMING MODELS  
· MATHEMATICAL AND SIMULATION  
MODELING

**C63** · COMPUTATIONAL TECHNIQUES  
· SIMULATION MODELING

**C88** · OTHER COMPUTER SOFTWARE

**C91** · LABORATORY INDIVIDUAL BEHAVIOR

**D** · MICROECONOMICS

**D23** · ORGANIZATIONAL BEHAVIOR  
· TRANSACTION COSTS  
· PROPERTY RIGHTS

**E** · MACROECONOMICS AND MONETARY  
ECONOMICS

**E31** · PRICE LEVEL  
· INFLATION  
· DEFLATION

**E52** · MONETARY POLICY

**E61** · POLICY OBJECTIVES  
· POLICY DESIGNS AND CONSISTENCY  
· POLICY COORDINATION

**F3** · INTERNATIONAL FINANCE

**F21** · INTERNATIONAL INVESTMENT  
· LONG-TERM CAPITAL MOVEMENTS

**F23** · MULTINATIONAL FIRMS  
· INTERNATIONAL BUSINESS

**F36** · FINANCIAL ASPECTS OF ECONOMIC  
INTEGRATION

**G1** · GENERAL FINANCIAL MARKETS

**G2** · FINANCIAL INSTITUTIONS AND  
SERVICES

**G3** · CORPORATE FINANCE AND  
GOVERNANCE

**G11** · PORTFOLIO CHOICE  
· INVESTMENT DECISIONS

**G12** · ASSET PRICING  
· TRADING VOLUME  
· BOND INTEREST RATES

**G14** · INFORMATION AND MARKET  
EFFICIENCY  
· EVENT STUDIES  
· INSIDER TRADING

**G15** · INTERNATIONAL FINANCIAL  
MARKETS

**G21** · BANKS  
· DEPOSITORY INSTITUTIONS  
· MICRO FINANCE INSTITUTIONS  
· MORTGAGES

**G23** · NON-BANK FINANCIAL  
INSTITUTIONS  
· FINANCIAL INSTRUMENTS  
· INSTITUTIONAL INVESTORS

**G24** · INVESTMENT BANKING  
· VENTURE CAPITAL  
· BROKERAGE  
· RATINGS AND RATINGS AGENCIES

**G28** · GOVERNMENT POLICY AND  
REGULATION

**G31** · CAPITAL BUDGETING  
· FIXED INVESTMENT AND INVENTORY  
STUDIES  
· CAPACITY

**G32** · FINANCING POLICY  
· FINANCIAL RISK AND RISK  
MANAGEMENT  
· CAPITAL AND OWNERSHIP  
STRUCTURE  
· VALUE OF FIRMS  
· GOODWILL

**G34** · MERGERS  
· ACQUISITIONS  
· RESTRUCTURING  
· CORPORATE GOVERNANCE

**G35** · PAYOUT POLICY

**G41** · ROLE AND EFFECTS OF  
PSYCHOLOGICAL EMOTIONAL  
SOCIAL AND COGNITIVE FACTORS  
ON DECISION MAKING IN FINANCIAL  
MARKETS

**H** · PUBLIC ECONOMICS

**H7** · STATE AND LOCAL GOVERNMENT  
· INTERGOVERNMENTAL RELATIONS

**H75** · STATE AND LOCAL GOVERNMENT:  
HEALTH  
· EDUCATION  
· WELFARE  
· PUBLIC PENSIONS

**H76** · STATE AND LOCAL GOVERNMENT.  
OTHER EXPENDITURE CATEGORIES

**I** · HEALTH EDUCATION AND WELFARE

**I1** · HEALTH

**I2** · EDUCATION AND RESEARCH  
INSTITUTIONS

**I3** · WELFARE WELL-BEING AND POVERTY

**I18** · GOVERNMENT POLICY  
· REGULATION  
· PUBLIC HEALTH

**I24** · EDUCATION AND INEQUALITY

**J61** · GEOGRAPHIC LABOR MOBILITY  
· IMMIGRANT WORKERS

**K22** · BUSINESS AND SECURITIES LAW

**K24** · CYBER LAW

**L1** · MARKET STRUCTURE FIRM  
STRATEGY AND MARKET  
PERFORMANCE

**L2** · FIRM OBJECTIVES ORGANIZATION  
AND BEHAVIOR

**L3** · NONPROFIT ORGANIZATIONS AND  
PUBLIC ENTERPRISE

**L5** · REGULATION AND INDUSTRIAL  
POLICY

**L6** · INDUSTRY STUDIES:  
MANUFACTURING

**L8** · INDUSTRY STUDIES: SERVICES

**L11** · PRODUCTION PRICING AND MARKET  
STRUCTURE  
· SIZE DISTRIBUTION OF FIRMS

**L23** · ORGANIZATION OF PRODUCTION

**L26** · ENTREPRENEURSHIP

**L31** · NONPROFIT INSTITUTIONS  
· NGOS  
· SOCIAL ENTREPRENEURSHIP

**L32** · PUBLIC ENTERPRISES  
· PUBLIC-PRIVATE ENTERPRISES

**L33** · COMPARISON OF PUBLIC AND  
PRIVATE ENTERPRISES AND  
NONPROFIT INSTITUTIONS  
· PRIVATIZATION  
· CONTRACTING OUT

**L67** · OTHER CONSUMER NONDURABLES:  
CLOTHING, TEXTILES, SHOES, AND  
LEATHER GOODS; HOUSEHOLD  
GOODS; SPORTS EQUIPMENT

**L81** · RETAIL AND WHOLESALE TRADE  
· E-COMMERCE

**L83** · SPORTS  
· GAMBLING  
· RESTAURANTS  
· RECREATION  
· TOURISM

**L88** · GOVERNMENT POLICY

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**M** · BUSINESS ADMINISTRATION AND BUSINESS ECONOMICS  
· MARKETING  
· ACCOUNTING  
· PERSONNEL ECONOMICS

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**M1** · BUSINESS ADMINISTRATION

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**M2** · BUSINESS ECONOMICS

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**M3** · MARKETING AND ADVERTISING

---

**M4** · ACCOUNTING AND AUDITING

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**M5** · PERSONNEL ECONOMICS

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**M11** · PRODUCTION MANAGEMENT

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**M12** · PERSONNEL MANAGEMENT  
· EXECUTIVES, EXECUTIVE COMPENSATION

---

**M13** · NEW FIRMS  
· STARTUPS

---

**M14** · CORPORATE CULTURE  
· DIVERSITY  
· SOCIAL RESPONSIBILITY

---

**M15** · IT MANAGEMENT

---

**M16** · INTERNATIONAL BUSINESS ADMINISTRATION

---

**M21** · BUSINESS ECONOMICS

---

**M31** · MARKETING

---

**M37** · ADVERTISING

---

**M38** · GOVERNMENT POLICY AND REGULATION

---

**M41** · ACCOUNTING

---

**M42** · AUDITING

---

**M48** · GOVERNMENT POLICY AND REGULATION

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**M54** · LABOR MANAGEMENT

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**N83** · EUROPE: PRE-1913

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**N84** · EUROPE: 1913-

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**N94** · EUROPE: 1913-

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**O1** · ECONOMIC DEVELOPMENT

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**O3** · INNOVATION  
· RESEARCH AND DEVELOPMENT  
· TECHNOLOGICAL CHANGE  
· INTELLECTUAL PROPERTY RIGHTS

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**O15** · HUMAN RESOURCES  
· HUMAN DEVELOPMENT  
· INCOME DISTRIBUTION  
· MIGRATION

---

**O31** · INNOVATION AND INVENTION: PROCESSES AND INVENTIONS

---

**O32** · MANAGEMENT OF TECHNOLOGICAL INNOVATION AND R&D

---

**O33** · TECHNOLOGICAL CHANGE: CHOICES AND CONSEQUENCES  
· DIFFUSION PROCESSES

---

**O34** · INTELLECTUAL PROPERTY AND INTELLECTUAL CAPITAL

---

**O35** · SOCIAL INNOVATION

---

**O38** · GOVERNMENT POLICY

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**P43** · PUBLIC ECONOMICS  
· FINANCIAL ECONOMICS

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**Q** · AGRICULTURAL AND NATURAL RESOURCE ECONOMICS  
· ENVIRONMENTAL AND ECOLOGICAL ECONOMICS

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**Q1** · SUSTAINABLE DEVELOPMENT

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**Q2** · RENEWABLE RESOURCES AND CONSERVATION

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**Q52** · POLLUTION CONTROL ADOPTION AND COSTS  
· DISTRIBUTIONAL EFFECTS  
· EMPLOYMENT EFFECTS

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**Q53** · AIR POLLUTION  
· WATER POLLUTION  
· NOISE  
· HAZARDOUS WASTE  
· SOLID WASTE  
· RECYCLING

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**Q56** · ENVIRONMENT AND DEVELOPMENT  
· ENVIRONMENT AND TRADE  
· SUSTAINABILITY  
· ENVIRONMENTAL ACCOUNTS AND ACCOUNTING  
· ENVIRONMENTAL EQUITY  
· POPULATION GROWTH

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**R** · URBAN RURAL REGIONAL REAL ESTATE AND TRANSPORTATION ECONOMICS

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**R12** · SIZE AND SPATIAL DISTRIBUTIONS OF REGIONAL ECONOMIC ACTIVITY

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**Z1** · CULTURAL ECONOMICS  
· ECONOMIC SOCIOLOGY  
· ECONOMIC ANTHROPOLOGY

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**Z3** · TOURISM ECONOMICS

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**Z11** · ECONOMICS OF THE ARTS AND LITERATURE

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**Z13** · ECONOMIC SOCIOLOGY  
· ECONOMIC ANTHROPOLOGY  
· LANGUAGE  
· SOCIAL AND ECONOMIC STRATIFICATION

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**Z32** · TOURISM AND DEVELOPMENT

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**Z38** · POLICY

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See the complete JEL classification codes  
<https://www.aeaweb.org/econlit/jelCodes.php?view=jel>



PEOPLE  
**RETIRED**  
**PROFESSORS**



ALMA MATER STUDIORUM  
 UNIVERSITÀ DI BOLOGNA  
 DEPARTMENT OF MANAGEMENT



**MASSIMO BIANCHI**  
*Full Professor of  
 Organization and Human  
 Resources Management*  
 .....  
**Retired in 2017**



**GIANFRANCO CAPODAGLIO**  
*Full Professor of Accounting*  
 .....  
**Retired in 2016**



**ALBERT CARUANA**  
*Full Professor of Marketing*  
 .....  
**Retired in 2020**



**JAMES GUTHRIE**  
*Full Professor of Accounting*  
 .....  
**Retired in 2018**



**ANTONIO MATACENA**  
*Full professor of Accounting*  
 .....  
**Retired in 2020**



**ANDREA ZANONI**  
*Full Professor of  
 Engineering Management*  
 .....  
**Retired in 2015**



**LUCA ZAN**  
*Full Professor of Arts  
 Management*  
 .....  
**Retired in 2023**

## PEOPLE STAFF



### **MICHELA BEGA**

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Michela holds a Degree in Law from the University of Bologna and a Professional Master (2nd Level) in International Contracts. She has developed experience in legal issues and contracts with Companies and public Bodies. She has been a member of the accounting team at the Department of Management since 2015 with a specific focus on recruitment procedures. Since March 2024, she holds the position of Accounting Manager of the Department.



### **LOREDANA CAPONE**

---

Loredana holds a Degree in Economics from the University of Salerno, has a Professional Master (2nd Level) in Auditing, and has completed three years of professional training in bookkeeping. She has been working at the University of Bologna since 2001 in the accounting field. She plays the role as “expert accountant” which implies monitoring of accounting processes. She left the Department in July 2024.



### **RESTITUTA CASTIELLO**

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Restitua, aka Titti, holds a degree in European Foreign Literatures, a Master’s in Training Design and Management, and a PhD in Information Systems and Organizations. Her multifaceted experience spans over 20 years, primarily in the Education Division of the University of Bologna. In 2024, she transitioned to the Department of Management, where she now oversees recruitment administrative and accounting procedures.



### **MIRELLA DALLAVALLE**

---

Mirella started her career at the University of Bologna in 1994 as a health Assistant at the Institute of Psychiatry. In 2005 she moved to a different position and is currently involved in accounting tasks such as purchase orders, payments to non-IT suppliers, reimbursements of costs.

**LUIGINA DA RIN ZANCO**

Luigina holds a degree in Law from the University of Bologna, passed the bar exam and obtained the European Master on Humanitarian Assistance NOHA. She has been working at the University of Bologna since 1998. She was the Administrative Coordinator of the of the Faculty of Economics and the School of Engineering and Architecture. She is in charge of the management of teaching procedures (Degree Programs education planning, teaching assignments, quality assurance procedures).

**FEDERICO IANNELLO**

Federico holds a Bachelor's degree in Business Administration and a Master's in Economics for Environment and Culture. He has honed his academic credentials with a 2nd level Master in Governance and Management of Public Administration. Federico is currently responsible for managing and planning the departmental budget with a focus on ensuring efficient financial oversight. He also oversees research commercial contracts in compliance with the department's strategic and organizational objectives.

**PAOLA IMPARATO**

Paola holds a degree in Economics. She has twentyfour-year experience in the private sector as a management consultant and teacher for management courses in the ho.re.ca. sector. Also, she was a writer of management manuals. Paola joined the Department of Management in 2024.

**ENRICA GERACI**

Enrica holds a first cycle degree in Philosophy and second cycle degree in Cultural Anthropology and Ethnology from the University of Bologna. She has been working at the Department since October 2022 and she is responsible for the recruitment procedures.

**ALESSANDRA MALAVOLTA**

Alessandra holds a degree in Law from the University of Bologna and has a Master in European Legislation. She developed her career at the University of Bologna on various subjects, such as financial management, research project management, Ph.D. student services. Since 2015, she held the position of Accounting Manager of the Department and was in charge of the organization, budget planning, monitoring and coordination of the Team activities. She retired in March 2024.



#### **TIZIANO MANFARDINI**

---

Tiziano has a High School Diploma in Agriculture and a Certification in software development. He has developed experience in administration, specifically in local council offices. He works in a separate branch of the Department and supports Academics in the daily need for the organisation of students' activities.



#### **MASSIMO MONESI**

---

Massimo holds a degree in Statistics and Economics. He has ten-year experience in the private sector as an IT technician, analyst and developer for data structuring and managing with database management systems. He provides technical support for gathering and processing of research data, statistics, and mathematical elaborations.



#### **ANNA MURARO**

---

Anna holds a degree in Literature and Philosophy from the University of Siena. She has been working at University since 1999. In 2007, she started working as a data manager and analyst in research assessment and bibliometric data in the University of Bologna Research Area. In 2019 she moved to the Department of Management, where she supports the Research Commission.



#### **CLAUDIA NATALI**

---

Claudia holds a degree in Law from the University of Pisa. After working some years at the University of Verona mainly in the international student office. In 2013 she started her activities at the Department of Management in Bologna. Her job is focused on the management of national research projects and education programs. She left the Department in July 2024



#### **TIZIANA NOBILI**

---

Tiziana has a High School Qualification in Accounting. She has been working at the University of Bologna since 1985. Her main tasks are related to the Department personnel procedures and accounting issues.

**CLAUDIA PACCIOLLA**

Claudia holds a degree in Law and an executive master's in Communication Management for Public Institutions and Services. She worked at the Research Area of the University of Bologna since 2008, as a research communication and dissemination specialist, research advisor, and project manager. She was also in charge of training and professional development, international networks, and lobby activities. Claudia joined the Department of Management in 2022: she is responsible for the Department's corporate and research communications.

**LUCA PALMONARI**

Luca holds a degree in Political Science with an Administrative specialization and a Master in Labor Law from the University of Bologna. Since 2024, at the Department of Management, he works as research manager for national research projects. He also provided support for purchasing planning and accounting, fiscal and administrative management of purchases of goods and services at the Department of Industrial Engineering of the University of Bologna. He has worked in human resources in private and public companies.

**FRANCESCA REGOLI**

Francesca holds a degree in Political Science with an International specialization and a Ph.D. in International Cooperation and Sustainable Development Policies from the University of Bologna. Since 2012, at the Department of Management she works as research manager for European and international research projects, and international relations. She is also supporting the Research Committee of the Department and participates to the activities of the Research Managers Network of the University.

**RAFFAELE SICIGNANO**

Raffaele began his career at University of Bologna in 2022 and is currently involved in accounting activities such as purchase orders, payments to non-IT suppliers, refunds of costs. He has always served with the same task in another Department of the University of Bologna.

**ELSA SIRK**

Elsa started working at the University of Bologna in 1989. She is involved in the accounting management, mainly in purchase orders, invoice payments and inventory procedures. She is also the contact person for logistics.



A photograph of two men in white shirts. The man on the left is wearing glasses and looking slightly to the left. The man on the right is looking forward. The image has a warm, yellowish tint. The text is overlaid on the right side of the image.

Ph.D. THESES  
DEFENDED  
IN 2024  
ABSTRACTS

## MARKETPLACE INCLUSIVITY AND ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

MUSA ESSA

SUPERVISOR: MARCO VISENTIN

This Ph.D. dissertation uncovers novel and insidious hurdles that may undermine societal and corporate efforts to make the marketplace more accessible and inclusive for people with disabilities. It offers a novel consumer-based explanation for why people with disabilities, both as employees and consumers, may receive unfavorable outcomes in the marketplace. In the first chapter, we review the literature about consumers' perceptions of employees with disabilities, and we highlight significant gaps and findings. In the second chapter, we document a NIMBY effect (Not in my backyard), such that mass market consumers react positively (negatively) to companies that hire service employees with disabilities (when they have to use the service themselves). This project illustrates how consumer reactions toward companies that hire employees with disabilities may discourage employers from hiring people with disabilities as service employees. In the third chapter, we demonstrate that companies are penalized by mass market consumers when they develop and launch innovative products using value-based pricing targeted at consumers with disabilities. As mass market consumers experience pity toward people with disabilities, they expect companies to serve consumers with disabilities at lower prices. This potential backlash may limit the commercial potential of pursuing this segment for firms, ironically leaving consumers with disabilities with more limited choices.

## MICRO-FOUNDATIONS OF KNOWLEDGE TRANSFER: AN INTERACTIONAL APPROACH TO INNOVATION IN BOUNDARY ORGANIZATIONS

MARIA CECILIA FLORES

SUPERVISOR: ROSA GRIMALDI

This dissertation explores how social interactions within specific boundary organizations (BOs) included in universities' Third Mission: Knowledge Transfer Offices (KTOs) impact the knowledge shared with society. While new activities and unseen actors continuously shape how universities contribute to society, theorists continue to collect missing pieces to the puzzle of universities' impact on society, neglecting the relational aspect. This dissertation adopts a relational approach to knowledge transfer and examines three projects undertaken by the KTO of a top-ranked European university. The first longitudinal case study takes a longer-term view. It offers a contextualized analysis of the interactions that shaped the creation and implementation of the university makerspace, run by the KTO. It shows how materiality hinders and facilitates decision-making that potentially impacts the innovation developed inside that space. The second exploratory case study of a digitalized hackathon adopts a micro approach following the creation and development of nine digital objects actors use to engage and sustain collaboration during a hackathon. This study shows how the objects acted as a system and how their form, content, and medium changed through the process and according to the different functions they pursued. It portrays a dynamic view of material objects as carriers of knowledge and situational traces that ultimately shaped the innovative output of the project. The third case study takes a fine-grained approach, combining video-ethnography, conversation analysis, and micro-sociology to trace the second-by-second interactions unfolding in a meeting where a project takes an unexpected turn. The findings highlight a micro-interactional process of creative re-framing that we label 'emotional scaffolding' by which team members build a positive emotional mood while connecting existing and new ideas into a new solution. Finally, this thesis discusses the contributions to innovation management beyond traditional university knowledge transfer approaches and the scholarship unpacking situated interactions.

## CRAFTING AND DEVELOPING ALTERNATIVE ORGANIZATIONS: TEMPORAL WORK AND IDEOLOGY IN SOCIAL MOVEMENTS

ELEONORA GRASSI

SUPERVISOR: FEDERICA BANDINI

This dissertation investigates the emergence and evolution of alternative organizational forms within social movement contexts. Alternative organizations arise in juxtaposition to dominant organizational models, embodying specific values and practices. Social movements play a critical role in creating and diffusing these alternative organizational forms, as they establish a shared system of meanings that legitimizes and promotes these new templates. Two empirical studies aim to illuminate this process, particularly focusing on a key challenge faced by alternative organizations: their reliance on future expectations. The empirical analysis centers on the Platform Cooperativism movement, which seeks to promote democracy and equality in the digital economy through the establishment of alternative digital platforms. Data were collected from transcripts of video recordings of the movement's conferences and analyzed using a combination of computational and manual text analysis techniques. Firstly, one study examines how social movements collectively craft these alternatives. This investigation reveals that actors engage in various forms of temporal work – the interpretation of past, present, and future scenarios – to shape both the perceived desirability and feasibility of alternative organizations. These efforts serve the double objective of mobilizing support for action and defining the characteristics of the proposed alternatives. Secondly, the other study explores the evolution of the collective system of meanings that underpins the movement as the advocated alternatives begin to materialize. Findings illustrate that, at its inception, the movement had a solid ideological traction, aimed at defining its values, identity, and objectives. However, over time, this ideological emphasis gives way to a more practical orientation focused on grappling with the challenges of implementing the proposed alternative structures and practices. Overall, these insights enhance our understanding of the processes by which social movements develop alternative organizational structures, thus paving the way for further research at the intersection of social movements and organizational studies.

## THE ROLE OF PAYMENTS IN DIGITAL FINANCE

LAURIDSEN NICO

SUPERVISOR: GIUSEPPE TORLUCCIO

This thesis investigates the role of payment in digital finance through a collection of papers that delve into theoretical, empirical, and policy-centric aspects. The first paper sets the thesis in the domain of policy-relevant research and connects the literature on digital finance with current policy discussions. The review covers topics such as technology-based lending, distributed ledger technology, and the impact of emerging technologies on supervisors' practices. It highlights the need for collaborative efforts between academia and supervisors to propel future research. The second paper analyses the impact of open banking policy on financial intermediaries. It examines the effects of open banking frameworks on loan interest rates and emphasizes the role of regulators in mitigating challenges. The third paper investigates the role of payments in financial intermediation, especially during the COVID-19 pandemic. It highlights the impact of payment systems on systemic risk and emphasizes the importance of an optimized capital structure and timely government intervention in averting liquidity shocks. In conclusion, this thesis offers nuanced insights into digital finance, covering policy implications, open banking frameworks, and systemic risk dynamics. It provides a comprehensive understanding of the evolving financial landscape and is relevant to academic discourse and policy-makers.

## BRAND LANGUAGE IN THE SOCIAL MEDIA MARKETPLACE

**MATILDE RAPEZZI**

**SUPERVISOR: GABRIELE PIZZI**

Language is one of the core elements of branding. While marketing scholars have investigated brand language in various traditional media realms, little is known about the social media realm. With the present monographic dissertation, the author aims to offer new insights in this regard. This work focuses on internet slang, a form of language often used by both consumers and brands in the social media marketplace. Should brands use internet slang in an attempt to enhance brand relevance, or should they avoid it to reduce consumer inferences of co-optation? Bridging classic theories on impression management with the study of language, this dissertation starts by proposing a new conceptualization of internet slang. Most importantly, it studies the consequences of brands' adoption of this language using a multi-method investigation that combines text analysis of thousands of field data, statistical modeling, and controlled preregistered experiments. The findings illustrate an inverted U-shaped relationship between internet slang intensity and consumer responses. The curve is flattened by higher brand trust, higher brand coolness, and non-promotional message goal. Furthermore, the studies demonstrate that the curvilinear effect of internet slang intensity on consumer responses is driven by two simultaneous underlying mechanisms: On one hand, increasing internet slang intensity elicits perceptions of message playfulness; on the other hand, high internet slang intensity heightens consumers' persuasion knowledge. These results offer new insights into brand language and the debate concerning brands capitalizing on or opposing trends. Additionally, this dissertation represents the first work to offer actionable insights regarding the optimal internet slang intensity to be used in marketing messages, thus assisting marketers in crafting successful communications.

## HOW DO ENTREPRENEURIAL PRE-INCUBATION PROGRAMS WORK?

**GRETA SERPENTE**

**SUPERVISOR: RICCARDO FINI**

Over the past decade, pre-incubation programs have received increasing attention from scholars in entrepreneurship. Despite the great attention and interest from scholars, policy makers, and aspiring entrepreneurs, however, there remains a need to understand how entrepreneurial pre-incubation programs work. This thesis aims to shed light on the role of pre-incubation programs in guiding aspiring entrepreneurs in transforming their business ideas into new ventures. To achieve this, it provides a comprehensive overview of current knowledge on entrepreneurship teaching and learning in pre-incubation programs. Then, it analyses whether career preferences of early-career academics drive their entrepreneurial learning in pre-incubation programs. Finally, it estimates the effect of entrepreneurship education treatment on subsequent business creation. The thesis contributes to several strands of literature. First, it contributes to the literature on entrepreneurial education and entrepreneurial ecosystem. Second, it enriches the literature on entrepreneurial learning in pre-incubation programs. Third, it contributes more broadly to the literature on the whether and how pre-incubation programs work. Finally, it provides implications for policy makers, managers, and entrepreneurs. To do so, the research uses primary and secondary data collected from Start Cup Emilia-Romagna, a pre-incubation program in Italy. The data were analyzed using qualitative and quantitative methods.

# ASSIMILATING ARTIFICIAL INTELLIGENCE IN ORGANIZATIONS: A QUALITATIVE INVESTIGATION OF THE ADOPTION AND IMPLEMENTATION CHALLENGE

**KORINZIA TONIOLO**

**SUPERVISOR: RICCARDO FINI**

Artificial Intelligence (AI) is predicted to contribute \$15 trillion to the global economy by 2030, establishing it as a crucial General-Purpose Technology. However, the implementation of AI in businesses has not kept pace with the advancements in its research and the surrounding excitement. This has prompted the need for in-depth studies exploring the dynamics of its adoption and utilization by organizations. This dissertation contributes to the technology and innovation management literature with two main objectives: (1) identifying factors that influence organizations' decisions to adopt AI technologies and (2) examining how the technology implementation process is altered when organizations integrate AI. Initially, the research reviews existing models of technology adoption and implementation, pinpointing gaps in the current understanding of AI integration into business practices and advocating for new theoretical perspectives to comprehend its organizational impacts. Empirical investigation follows, based on primary data collected through exploratory interviews and multiple case studies, as detailed in Chapter 3. The findings, elaborated in Chapters 4 and 5, extend frameworks like Technology-Organization-Environment and Technology-Organization-People. The initial part of the research validates the importance of established factors such as relative advantage and management support, while also identifying unique AI-specific factors like the need for data infrastructure and technology understandability. The latter part of the dissertation delves into how AI implementation unfolds within companies. It reveals that the interplay between firms' implementation strategies, their relationship with AI vendors, and the gradual increase in AI awareness at various organizational levels significantly influences the implementation outcomes, moving beyond the simple dichotomy of success and failure. Overall, this work enhances our understanding of AI's role in organizational transformation and lays the groundwork for further academic and practical investigations.







PUBLICATIONS  
2023-24

# DiSA publications and the Sustainable Development Goals



**395**

**TOTAL PUBLICATIONS**

**173 (43.8%)**

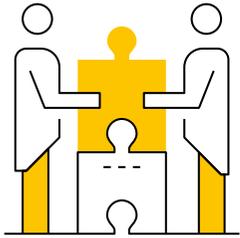
**PUBLICATIONS SDGS COMPLIANT**

**15**

**REACHED SDGS**

Data by Scopus: DiSA faculties' publications 2022-2023 SDGs compliant. Scopus does not consider SDG 17

# DiSA research collaborations



**370**  
ITALY

**288**  
EUROPE

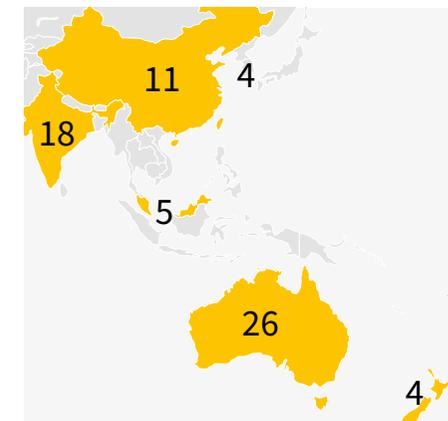
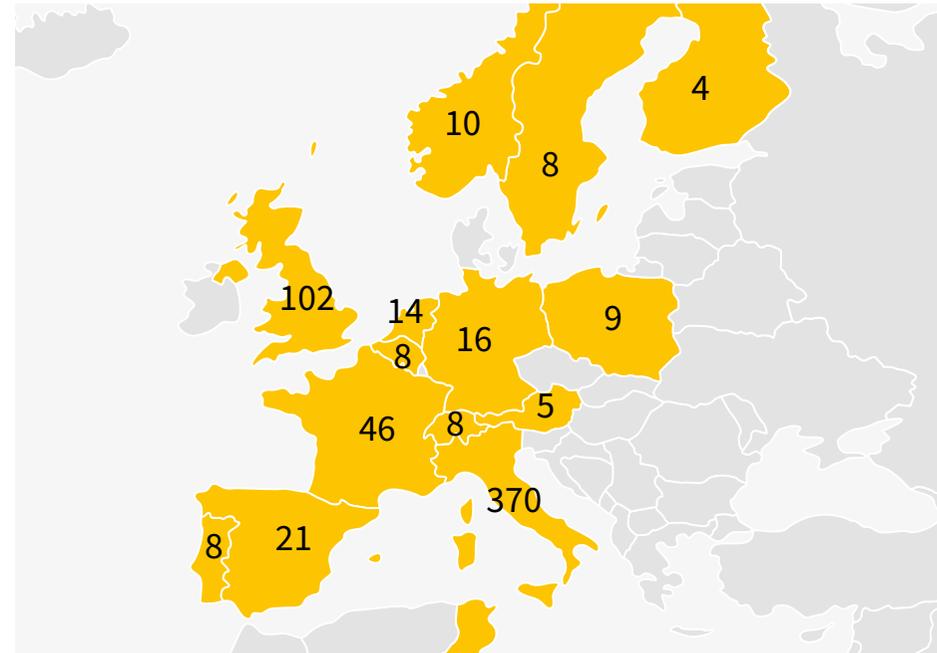
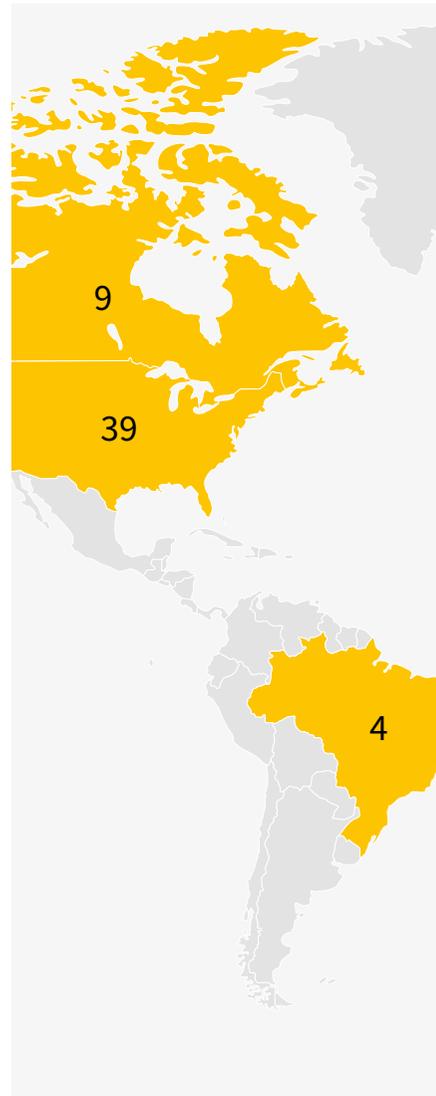
**80**  
ASIA PACIFIC

**58**  
AMERICA

**21**  
MIDDLE EAST

**20**  
AFRICA

COUNTRIES WITH AT LEAST 4 COLLABORATIONS



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