



PUBLIC SELECTION FOR AWARDING OF N. 01 SHORT RESEARCH FELLOWSHIP LASTING 12 MONTHS – Title: **Short Research Fellowship: enterprises' social impact assessment – inside FSE Project “Apprendimento e Responsabilità Sociale per la Competitività” cod. 1002-1-948-2016 CUP H19G16000190009.**

Procedure announced by Call rep. 378/2017 prot. 29254 – III/13 of June the 27<sup>th</sup> 2017 c/o Department of Management

#### **PRELIMINARY SESSION – MINUTES OF PROCEEDING**

The Examination Board, nominated with Director Decree rep. 439/2017 prot. 34276 – III/13 of July the 21<sup>st</sup> 2017, is meeting on line on July the 24<sup>th</sup> 2017 at 14:50 with the purpose of defining the evaluation criteria for applicants to the Call for the Short Research Fellowship rep. 378/2017 prot. 29254 – III/13 of June the 27<sup>th</sup> 2017.

Attending:

- Prof. Carlo BAGNOLI – President;
- Prof. Carlo MARCON – Member (with the function to take the minutes);
- Prof.ssa Marisa AGOSTINI – Member.

Prof. Carlo Bagnoli presides over the session; prof. Carlo Marcon has the function to take the minutes.

The Examination Board, prior to verify the applicants documentation, is summoned to determine the evaluation criteria, according to the rules of eligibility as defined in the Call **for the awarding of the Short Research Fellowship “Short Research Fellowship: enterprises' social impact assessment” inside FSE project “Apprendimento e Responsabilità Sociale per la Competitività” cod. 1002-1-948-2016 – CUP H19G16000190009.**

The evaluation of the scientific and professional qualifications will be in conformity with the requirements deemed necessary for carrying out the research activity.

The Examination Board can assign a maximum grade up to 100 points for the evaluation of the scientific and professional qualifications and for the oral exam.

#### **EVALUATION OF THE SCIENTIFIC AND PROFESSIONAL QUALIFICATIONS**

For the evaluation of the scientific and professional qualifications the Examination Board can assign a maximum grade up to 40 points, defined as below:

<b>CRITERIA</b>	<b>MAXIMUM POINTS</b>
Assessment of degree course	10
Specifically previous working experiences with respect to the themes in question	20
Assessment of extra academic activities with respect to the themes in question	10

Furthermore, the Examination Board specifies the following way to evaluate titles, CV and documents produced by the applicants with reference to the specific demands of the present selection:

<b>CRITERIA</b>	<b>EVALUATION</b>
Assessment of degree course	<i>The candidate will be assessed about the relevance of the Bachelor's degree obtained, with respect to the themes in question; also the Degree mark and other</i>



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	<i>possible qualifications obtained will be considered.</i>
Specifically previous working experiences with respect to the themes in question	<i>The candidate will be assessed about the relevance of previous working experiences with respect to the themes in question. Particularly, expertise related to innovation and sustainability – business strategy – corporate social responsibility – financial and accounting analysis – will be assessed.</i>
Assessment of extra academic activities with respect to the themes in question	<i>The candidate will be assessed about possible extra academic experiences with respect to the themes in question.</i>

According to the Call and with reference to the Regulation for awarding of university short research fellowship (art. 7), the suitable candidates can apply to the oral exam with a score between 20 and 40 points.

### **ORAL EXAM**

For the oral exam, the Examination Board can assign a maximum grade up to 60 points, defined as below:

<b>CRITERIA</b>	<b>MAXIMUM POINTS</b>
Deepening on previous working and extra working experiences	20
Motivational approach	20
Expression, Interview and Relationship competence	20

Furthermore, the Examination Board specifies the operating methods of the oral exam:

<b>CRITERIA</b>	<b>EVALUATION</b>
Deepening on previous working and extra working experiences	<i>The candidate will be assessed with reference to specific tasks and initiatives, which were useful to develop expertise with respect to the themes in question</i>
Motivational approach	<i>The candidate will be assessed about his/her motivation and availability to fulfill the specific requisites established by the Call</i>
Expression, Interview and Relationship competence	<i>The candidate will be assessed about his/her talkative, explanatory and relational competences</i>



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The Examination Board establishes that the oral exam is positively passed if the candidates reach an equal or higher score of 40 points until the maximum realization of 60 available points.

At 16:25 the meeting is over.

The Examination Board is summoned online on July the 24<sup>th</sup> 2017 at 16:40 for the evaluation of the qualifications.

Read, confirmed and signed,

THE EXAMINATION BOARD

SIGNED

Prof. Carlo BAGNOLI

*President*

SIGNED

Prof.ssa Marisa AGOSTINI

*Member*

SIGNED

Prof. Carlo MARCON

*Member*

*(with the function to take the minutes)*

APPROVED BY ELECTRONIC MEANS

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## EVALUATION OF QUALIFICATIONS SESSION – MINUTES OF PROCEEDING

The Examination Board, nominated with Director Decree rep. 439/2017 prot. 34276 – III/13 of July the 21<sup>st</sup> 2017, is meeting on line on July the 24<sup>th</sup> 2017 at 16:40 to evaluate the applicants’ qualifications with reference to the Call for the Short Research Fellowship rep. 378/2017 prot. 29254 – III/13 of June the 27<sup>th</sup> 2017.

Attending:

- Prof. Carlo BAGNOLI – President;
- Prof. Carlo MARCON – Member (with the function to take the minutes);
- Prof.ssa Marisa AGOSTINI – Member.

Prof. Carlo Bagnoli presides over the session; prof. Carlo Marcon has the function to take the minutes.

The Examination Board specified the evaluation criteria for the qualifications in the preliminary session on July the 24<sup>th</sup> 2017 and requires to the Department of Management Secretariat the whole documentation sent by the candidates.

With reference to the **awarding of the Short Research Fellowship “Short Research Fellowship: enterprises’ social impact assessment” inside FSE project “Apprendimento e Responsabilità Sociale per la Competitività” cod. 1002-1-948-2016– CUP H39G16000310009**, 05 (five) submissions have been received:

- 1) CECCONI Adriano;
- 2) DE LEO Carolina;
- 3) PANFILO Silvia\*;
- 4) SPEZIALE Maria Teresa;
- 5) STOYCHEVA Stela Ivanova\*.

The Examination Board observes that the applicants declare the absence of kinship and affinity, up to and including the fourth degree, with any professor belonging to the Department or to the facility announcing the Call for applications, or with the Dean, the Chief Executive Officer or a member of the University Board of Directors. Also between the Examination Board and the candidates there is the absence of kinship and affinity, up to and including the fourth degree.

Then, the Examination Board verifies the requirements of the Call (pp. 1-3), with respect to the Regulation for awarding of university short research fellowship (artt. 3 e 12), and observes that the candidates Panfilo Silvia and Stoycheva Stela Ivanova are finishing the PhD course with scholarship as explained in their CV.



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With reference to the Call *“Applicants must hold all the requisites within the call deadline”* (p. 1) the Examination Board decides to admit the applicants with reservation to the selection.

For the evaluation of the scientific and professional qualifications the Commission can assign a maximum grade up to 40 points, defined as below:

<b>CRITERIA</b>	<b>MAXIMUM POINTS</b>
Assessment of degree course	10
Specifically previous working experiences with respect to the themes in question	20
Assessment of extra academic activities with respect to the themes in question	10

POINTS given to the applicants:

<b>SURNAME AND FORENAME</b>	<b>Assessment of degree course  (MAX 10 POINTS)</b>	<b>Specifically previous working experiences with respect to the themes in question  (MAX 20 POINTS)</b>	<b>Assessment of extra academic activities with respect to the themes in question  (MAX 10 POINTS)</b>	<b>TOTAL</b>
CECCONI Adriano	<b>08</b>	<b>12</b>	<b>0</b>	<b>20</b>
DE LEO Carolina	<b>06</b>	<b>14</b>	<b>0</b>	<b>20</b>
PANFILO Silvia	<b>09</b>	<b>16</b>	<b>0</b>	<b>25</b>
SPEZIALE Maria Teresa	<b>10</b>	<b>20</b>	<b>0</b>	<b>30</b>
STOYCHEVA Stela Ivanova	<b>08</b>	<b>14</b>	<b>0</b>	<b>22</b>

As specified in the preliminary session for the evaluation criteria on July the 24<sup>th</sup> 2017, the following candidates:

- CECCONI Adriano;
- DE LEO Carolina;
- PANFILO Silvia;



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- SPEZIALE Maria Teresa;
- STOYCHEVA Stela Ivanova;

are considered suitable to participate to the oral exam, thanks to the score obtained which is included between 20 and 40 points.

The Examination Board decides to call for the oral exam the candidates mentioned above on July the 26<sup>th</sup> 2017 at 16:00 in Sala Meeting, First Floor, Building C2 of the Department of Management, San Giobbe, Venezia.

At 17:40 the meeting is over.

Read, confirmed and signed,

THE EXAMINATION BOARD

SIGNED

Prof. Carlo BAGNOLI

*President*

APPROVED BY ELECTRONIC MEANS

SIGNED

Prof.ssa Marisa AGOSTINI

*Member*

APPROVED BY ELECTRONIC MEANS

SIGNED

Prof. Carlo MARCON

*Member*

*(with the function to take the minutes)*

APPROVED BY ELECTRONIC MEANS



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### LIST OF THE ADMITTED CANDIDATES TO THE ORAL EXAM

As defined in the preliminary session and in that for the evaluation criteria on July the 24<sup>th</sup> 2017, the Examination Board calls to the oral exam the following candidates:

- 1) CECCONI Adriano (points 20 – minimum score to participate to the oral exam 20);
- 2) DE LEO Carolina (points 20 – minimum score to participate to the oral exam 20);
- 3) PANFILO Silvia (points 25 – minimum score to participate to the oral exam 20);
- 4) SPEZIALE Maria Teresa (points 30 – minimum score to participate to the oral exam 20);
- 5) STOYCHEVA Stela Ivanova (points 22 – minimum score to participate to the oral exam 20).

The oral exam will be on July the 26<sup>th</sup> 2017 at 16:00 in Sala Meeting, First Floor, Building C2, Department of Management, San Giobbe, Venezia.

Venice, July the 25<sup>th</sup> 2017

### THE EXAMINATION BOARD

SIGNED

Prof. Carlo BAGNOLI  
*President*

APPROVED BY ELECTRONIC MEANS

SIGNED

Prof.ssa Marisa AGOSTINI  
*Member*

APPROVED BY ELECTRONIC MEANS

SIGNED

Prof. Carlo MARCON  
*Member*

*(with the function to take the minutes)*

APPROVED BY ELECTRONIC MEANS



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#### ORAL EXAM – MINUTES OF PROCEEDING

The Examination Board, nominated with Director Decree rep. 439/2017 prot. 34276 – III/13 of July the 21<sup>st</sup>, is meeting on July the 26<sup>th</sup> 2017 at 16:00 in **Sala Meeting, First Floor, Building C2, Department of Management – Ca’ Foscari University, San Giobbe – Cannaregio 873, Venezia**, to evaluate the candidates admitted to the oral exam with reference to the Call for the Short Research Fellowship rep. 378/2017 prot. 29254 – III/13 of June the 27<sup>th</sup> 2017.

Attending:

- Prof. Carlo BAGNOLI – President;
- Prof. Carlo MARCON – Member (with the function to take the minutes);
- Prof.ssa Marisa AGOSTINI – Member.

Prof. Carlo Bagnoli presides over the session; prof. Carlo Marcon has the function to take the minutes.

On July the 24<sup>th</sup> 2017 the Examination Board specified the evaluation criteria for the qualifications (see – Preliminary Session – Minutes of Proceeding) and with reference to the **Call for awarding of the Short Research Fellowship “Short Research Fellowship: enterprises’ social impact assessment” inside FSE project “Apprendimento e Responsabilità Sociale per la Competitività” cod. 1002-1-948-2016 – CUP H19G16000190009**, the Examination Board certified that 05 (five) submissions have been received and they have been evaluated on July the 24<sup>th</sup> 2017 (see – Evaluation of Qualifications Session – Minutes of Proceeding).

According to the previous selection (Evaluation of Qualifications Session – Minutes of Proceeding) and with reference to the Call, the Examination Board has called the following candidate(s) admitted to the oral exam:

<b>SURNAME AND FORENAME</b>	<b>Assessment of degree course  (MAX 10 POINTS)</b>	<b>Specifically previous working experiences with respect to the themes in question  (MAX 20 POINTS)</b>	<b>Assessment of extra academic activities with respect to the themes in question  (MAX 10 POINTS)</b>	<b>TOTAL</b>
CECCONI Adriano	08	12	0	20
DE LEO Carolina	06	14	0	20
PANFILO Silvia	09	16	0	25
SPEZIALE Maria Teresa	10	20	0	30
STOYCHEVA Stela Ivanova	08	14	0	22





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The candidates are present to the oral exam; the Examination Board verifies the candidates identity (see the attachment Personal details).

For what concerns the scores assignment in relation to the oral exam of the candidates, the President reminds that the Commission has to take into account the criteria defined in the session of July the 24<sup>th</sup> 2017; the oral exam content and the collective judgment of the Examination Board will be explained in this minutes of proceeding.

The oral exams begin.

The oral exam begins with:	<b>CECCONI Adriano</b>
<i>The candidate discusses the following topics:</i>	
<b>Deepening on previous working and extra working experiences (max. 20 points)</b>	<b>12</b>
The candidate explains his experiences gained during a period of stage, with particular reference to the editing of compulsory accounting documents.	
<b>Motivational approach (max. 20 points)</b>	<b>12</b>
The candidate shows a good motivation related to the academic world and a future inside the research field.	
<b>Expression, Interview and Relationship competence (max. 20 points)</b>	<b>18</b>
The candidate has really good public speaking ability and relational capacities.	
The Commission expresses its own synthetic judgment on the oral exam with Adriano Cecconi, given the final score of <b>42</b> points.	

The oral exam begins with:	<b>DE LEO Carolina</b>
<i>The candidate discusses the following topics:</i>	
<b>Deepening on previous working and extra working experiences (max. 20 points)</b>	<b>10</b>
The candidate explains the competences gained during a period of collaboration with a firm, focused on the editing of a publication, and during her work on the degree thesis.	
<b>Motivational approach (max. 20 points)</b>	<b>12</b>



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The candidate shows a good motivation related to the activity of the short research fellowship in question, focused on the research activity especially.	
<b>Expression, Interview and Relationship competence (max. 20 points)</b>	<b>18</b>
The candidate has really good public speaking ability and relational capacities.	
The Commission expresses its own synthetic judgment on the oral exam with Carolina De Leo, given the final score of <b>40</b> points.	

The oral exam begins with:	<b>PANFILO Silvia</b>
<i>The candidate discusses the following topics:</i>	
<b>Deepening on previous working and extra working experiences (max. 20 points)</b>	<b>14</b>
The candidate explains the expertise gained during the PhD and the research activities experiences, developed with her tutors.	
<b>Motivational approach (max. 20 points)</b>	<b>12</b>
The candidate shows a good motivation related to the activity of the short research fellowship in question, focused on the research activity especially.	
<b>Expression, Interview and Relationship competence (max. 20 points)</b>	<b>18</b>
The candidate has really good public speaking ability and relational capacities.	
The Commission expresses its own synthetic judgment on the oral exam with Silvia Panfilo, given the final score of <b>44</b> points.	

The oral exam begins with:	<b>SPEZIALE Maria Teresa (on Skype)</b>
<i>The candidate discusses the following topics:</i>	
<b>Deepening on previous working and extra working experiences (max. 20 points)</b>	<b>18</b>
The candidate confirms shortly her very high competences on the short research fellowship themes, gained in fourteen years of previous experience.	
<b>Motivational approach (max. 20 points)</b>	<b>0</b>
The candidate's motivation related to the research fellowship activity is absent, as the candidate herself	



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admits during the oral exam.	
<b>Expression, Interview and Relationship competence (max. 20 points)</b>	<b>20</b>
The candidate has really good public speaking ability and relational capacities.	
The Commission expresses its own synthetic judgment on the oral exam with Maria Teresa Speziale, given the final score of <b>38</b> points.	

The oral exam begins with:	<b>STOYCHEVA Stela Ivanova (on Skype)</b>
<i>The candidate discusses the following topics:</i>	
<b>Deepening on previous working and extra working experiences (max. 20 points)</b>	<b>14</b>
The candidate explains the expertise gained during the PhD and the research activities experiences, developed with her tutors.	
<b>Motivational approach (max. 20 points)</b>	<b>12</b>
The candidate shows a good motivation related to the activity of the short research fellowship in question.	
<b>Expression, Interview and Relationship competence (max. 20 points)</b>	<b>0</b>
The candidate has good public speaking ability and relational capacities in English language but not in Italian language, with respect to the activities expected by the short reseach felloshwip, as the candidate herself admits during the oral exam.	
The Commission expresses its own synthetic judgment on the oral exam with Stela Ivanova Stoycheva, given the final score of <b>26</b> points.	

After the evaluation of the oral exam and adding up the scores obtained during the evaluation criteria session, the Examination Board defines **PANFILO Silvia** winner of the present selection for the awarding of the Short Research Fellowship “Short Research Fellowship: enterprises’ social impact assessment” inside FSE project “Apprendimento e Responsabilità Sociale per la Competitività” cod. 1002-1-948-2016 CUP H19G16000190009, with a final score of **69/100**.

Furthermore, the Examination Board identifies, as suitable profiles for the present research activity, also the following candidates:

- CECCONI Adriano (62/100 scores);



Università  
Ca' Foscari  
Venezia

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- DE LEO Carolina (60/100 scores).

At 17:20 the meeting is over.

Read, confirmed and signed,

THE EXAMINATION BOARD

SIGNED

Prof. Carlo BAGNOLI

*President*

SIGNED

Prof.ssa Marisa AGOSTINI

*Member*

SIGNED

Prof. Carlo MARCON

*Member*

*(with the function to take the minutes)*



Università  
Ca' Foscari  
Venezia

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**ATTACHMENT 1 TO THE ORAL EXAM – MINUTES OF PROCEEDING OF JULY THE 26<sup>TH</sup> 2017**

**CANDIDATE(S) PERSONAL DETAILS**

ADMITTED CANDIDATE	TYPE AND NUMBER DOCUMENT	DATE OF ISSUE	DATE OF EXPIRY	SIGNATURE
CECCONI ADRIANO	ID.C. AR 6965081	21/07/2009	21/07/2019	SIGNED Adriano Cecconi
DE LEO CAROLINA	ID.C. AR 7877595	20/07/2011	19/07/2021	SIGNED Carolina De Leo
PANFILO SILVIA	ID.C. AU 2047850	20/03/2015	08/10/2025	SIGNED Silvia Panfilò
SPEZIALE MARIA TERESA	ID.C. AX 6782561	14/09/2016	11/05/2017	CONNECTED ON SKYPE
STOYCHEVA STELA IVANOVA	PASSPORT 382705031	22/04/2014	22/04/2019	CONNECTED ON SKYPE

THE EXAMINATION BOARD

SIGNED  
Prof. Carlo BAGNOLI  
*President*

SIGNED  
Prof.ssa Marisa AGOSTINI  
*Member*

SIGNED  
Prof. Carlo MARCON  
*Member*  
*(with the function to take the minutes)*