CURRICULUM INCLUDING SCIENTIFIC AND TEACHING ACTIVITIES, AND A LIST OF SCIENTIFIC PUBLICATIONS DRAWN UP PURSUANT TO ARTICLES 46 AND 47 OF PRESIDENTIAL DECREE 445/2000 (DECLARATIONS IN LIEU OF CERTIFICATIONS AND AFFIDAVITS)

the undersigned FRANCESCA VISINTIN

born in UDINE prov. UD on 19/11/1972

Aware that, pursuant to Articles 75 and 76 of Presidential Decree 445/2000, any person who issues false declarations, forms false documents or makes use of them shall forfeit the benefit obtained on the basis of such declarations and shall be punished in accordance with the Criminal Code and the special laws on the subject

DECLARE

1. that your curriculum vitae is as follows (respect the outline below; start with the most recent information considered relevant for the assignment; do not include personal addresses, telephone numbers or e-mail addresses)

**EDUCATION AND TRAINING**1998-2001: PhD in Management, economics and politics, University of St.Andrews (Scotland) with a thesis entitled: Corporate governance and innovation in the machine tools sector in Italy. Supervisor: Prof. Gavin Reid, University of St.Andrews; Discussant: Prof. Stan Metcalfe, University of Manchester.
1997-1998: Master (M.Litt) in Management, economics and politics, University of St.Andrews (Scotland) with a thesis entitled: The Italian public debt: a political issue. Supervisor: Prof. David Cobham.
 1991-1996: Degree in Economics, University of Udine with a thesis entitled: La funzione finanziaria nei gruppi di imprese. Supervisor: Prof. Luciano Pilotti.

**PROFESSIONAL EXPERIENCES IN THE UNIVERSITY ENVIRONMENT**Since 2022-Research deputy in the Department of Economics and Statistics

2021- 22 Member of the Board of the PhD in Accounting and Management at DIES.

From 2020- Member of the EMBA-Uniud Master's Council.

Since 2018- Full Professor of Business Organisation.

Since 2016- Director of the Master's Degree Course in Human Resources Management and Work Organisation, Uniud.
2015-2020 Coordinator of the PhD MAS University of Udine and University of Trieste.
 Since 2014- National scientific qualification to the position of full professor in Secs-P10.
 From 2013-2019 Member of the Teaching Commission and referent for internationalisation of the Master's degree course in Business Administration, University of Udine.
 2013- 2020 Member of the Board of PhD MAS University of Udine and University of Trieste.
2012-2018 Coordinator of the PhD programme in Business Administration of the Faculty of Economics, University of Udine and University of Trieste.
 Since 2011- Reviewer of Prin projects.
2009-2018 Associate Professor in Business Organisation.

2007-2018 Member of the Board of the Doctorate in Business Sciences at the University of Udine.

2007-2009 Researcher in Business Organisation.

2002-2003 Holder of a research grant on the subject of "Ict and organisational change", at the University of Udine; contract professor in the Human Resources Organisation and Management and Information Systems Organisation course (Pordenone and Udine venues).

**TEACHING ACTIVITIES**Since 2007- Associate Professor in Business Organisation; holder of the courses in SME Organisation and Management (three-year degree) and Organisational Change (master's degree, in English until 2010), Organisational Behaviour (master's degree, in English since 2011). Lecturer in the Ethics and Economics course (Udine campus) and the Business Organisation module as part of the PhD in Business Sciences.
2004-2007: Lecturer in the Human Resources Organisation and Management and Information Systems Organisation course (Pordenone and Udine campuses) and in the Business Organisation module as part of the first-level master's degree course in Tourism Development of the Territory (UNIUD). Co-teacher within the Start Cup project of the Business Plan drafting course.
2001-2002: Contract lecturer in the Human Resources Organisation and Management course at the Faculty of Economics, University of Udine (Pordenone campus).
1998-2000: Contract lecturer for tutorials at the University of St.Andrews (Scotland) in the courses of: Microeconomics, Macroeconomics, Institutions of Statistics.

**RESEARCH ACTIVITIES**2018-2021: Local unit coordinator in Udine as part of the Interreg Italy-Austria project SIAA, Social Impact for the Alps Adriatic Region.
2012-2015: National scientific coordinator of a Prin 2010 project entitled: Scientific research and competitiveness. Variety of enterprise forms, support systems and performance dimensions. The project involved 10 other Italian universities and produced several articles in international journals, a database on 1000 enterprises, 66 case studies, and an editorship with Edward Elgar: Visintin F., Pittino D., (eds): Fast Growing Firms in a Slow Growth Economy. Total funding: approximately EUR 850,000.
Since 2012: entrusted by the Regional Employment Agency with the drafting of the "White Paper on Technological Innovation in Friuli Venezia Giulia".
 2010-2012: Scientific Responsible for the management and organisation area of the project: "Le reti di imprese: uno studio della provincia di Udine", funded by the Udine Chamber of Commerce. The research involves a scientific study on a sample basis (700 enterprises) of the status of the formation of networks between enterprises in the province of Udine, the determinants and conditions for success.
2010-2012: Scientific head of the Udine unit of the Prin entitled "The dimensions of entrepreneurship" and coordinated at national level by Prof. Paolo Gubitta. Study aimed at identifying individual, organisational and systemic determinants in the start-up of entrepreneurial activities in emerging sectors and based on case studies and a nationwide quantitative survey.
 2010: Scientific head of the project: "Le medie imprese" (Medium-sized enterprises), funded by the Udine Chamber of Commerce. Study on the success and failure factors of medium-sized enterprises in the province of Udine and the FVG region.
 2008-2011: Scientific responsible for the management area of the scientific unit of the University of Udine in the Interreg project: "TRI-ICT". Study on the existence and characteristics of business clusters in the ICT sector in FVG and Carinthia and on the demand for innovation in the ICT sectors. Project carried out with the Lead users method.
 2007-2009: Scientific responsible for the project financed by regional law 26/2005 art.21 paragraph a: "100% chair supply chain". Analysis of processes for the creation of a chair supply chain between companies located in the Manzano chair district and without previous shared work
experience and performance measurement.
2006-2007: Senior researcher in the project financed by regional law 26/2005 art. 21 paragraph a, "Systemic analysis for measuring innovation performance". Analysis of the state of the regional innovation system and development of a systemic model for assessing the innovation intensity of regional enterprises.
2005-2007: Senior researcher in the project financed with European funds Equal- "Socio-professional fragilities", Phase II: Survey of the diffusion of socio-professional fragilities linked to job precariousness and professional obsolescence in the FVG region and development of an analysis model for the identification and prevention of the sources of such fragilities.
2004: Senior researcher in the regional scientific project: "Economic and social dynamics in Friuli Venezia Giulia". Analysis of the strengths and weaknesses of the economic and social system in FVG, evolutionary dynamics, proposals for economic policy interventions.
2003: Senior researcher in the Prin project: "Organisational impacts of ICT", coordinated at national level by Prof. Giovanni Costa, University of Padua. Research design, questionnaire survey, development of a data interpretation model, drafting of final report.
 2002 (3 months): Visiting scholar at the University of Sheffield for the drafting of the final synthesis report of the European project "Targeted Socio-Economic Research (TSER)", European Commission (DG XII) programme within the Fourth Framework Program, European Commission (Contract No. SOE1-CT98-1113), COPI (Corporate Governance, Performance Pressures and Product Innovation), under the supervision of the Project Coordinator, Prof. Andrew Tylecote.
2001-2003: Researcher within the Prin project, coordinated at national level by Prof. Giovanni Costa, University of Padua: "Infrastructure, competitiveness and levels of government: knowledge and development of the new economy". Survey on the labour market in Friuli Venezia Giulia and the peculiarities of family businesses.
1998-2002: Junior researcher in the European project "Targeted Socio-Economic Research (TSER)" programme of the European Commission (DG XII) within the Fourth Framework Program, European Commission (Contract No. SOE1-CT98-1113), COPI (Corporate Governance, performance pressures and product innovation). Preparation of survey methodology, field survey by means of qualitative and quantitative analysis, drafting of national report.
1997: Junior researcher within the project "Population of Giudecca in the first half of the 18th century" funded by the University of Udine. Reading and interpretation of parish registers and data entry on births, marriages, and causes of death.

**OTHER PROJECTS**2010-2011: Scientific responsible for the unit of the University of Udine for the drafting of the programmatic and strategic document of economic analysis of the province of Trieste in collaboration with the Chamber of Commerce of Trieste and SWG. Design and drafting of the study on the availability of human capital in the province for innovation
2008: Scientific responsible for the unit of the University of Udine for the Competitive Development Project of the province of Gorizia: Gorizia Domani, in collaboration with the Chamber of Commerce of Gorizia and SWG. Design and drafting of the strategic development plan for the province of Gorizia (2009-2012).
2008: Senior researcher in the project funded by the Chamber of Commerce of Udine: "Trans-regional cooperation in support of innovation - Good practices, opportunities and future challenges in view of the enlargement of the Eurozone, Austria, Slovakia, Slovenia, Czech Republic". Literature review and critical analysis of innovative policies adopted by Austria, Slovakia, Slovenia, Czech Republic and FVG from 2000 to 2008.
2005: Project manager of the first edition of the 'Fair of scientific and technological research and technology transfer (Innovaction)'. Concept, design, organisation and coordination of the innovation fair Innovaction.

**PARTICIPATION IN CONFERENCES**

May, 2022, Brescia: Speaker at WOA: Psychological ownership, in collaboration with Prof. Daniel Pittino, University of Udine.

July 2019, Lisbon: Speaker at Euram: Hybrid entrepreneurship, in collaboration with Prof. Daniel Pittino, University of Udine.
June 2018, Reykjavik: Speaker at Euram: Discrimination in gender funding' in collaboration with Dr. Giancarlo Lauto, University of Udine.
July 2017, Zadar: Speaker at Ifera: Satisfaction Of Entrepreneurs: A Comparison Between Founders And Family Business Successors, in collaboration with Prof. Daniel Pittino and Dr. Giancarlo Lauto, University of Udine.
June 2016, Paris: Speaker at Euram: "NON-HIERARCHICAL" TMTS, CO-LEADERSHIP AND PERFORMANCE IN SMALL TECHNOLOGY BASED FIRMS
June 2015, Warsaw: Speaker at Euram: Mode of entry in family business, written in collaboration with Dr. Daniel Pittino, University of Udine.
June 2014, St.Gallen: Speaker at Ifera: Family owners monitoring non-family managers. The consequences of family block-holding on CEO replacement decisions, co-written with Dr. Daniel Pittino, University of Udine.
March 2014: Udine: Coordinator and organiser of the 12th Workshop of teachers and researchers in business organisation.
May 2013: Rome: Speaker at the XI Workshop of lecturers and researchers in business organisation.
June 2011, Naples: Speaker at the Ninth Workshop of teachers and researchers of business organisation on the paper: "Community, Paternalism or performance? Human resource practices in family Smes", written in collaboration with Dr. Daniel Pittino, University of Udine.
May 2010, Rome: Speaker at the 10th Euram (European Academy of Management) conference on the paper: "Inter-organizational cooperation and governance in Small and Medium Family Enterprises (SMFEs)", written in collaboration with Dr. Daniel Pittino, University of Udine.
May 2010, Bologna: Speaker at the Eighth Workshop of Professors and Researchers in Business Organisation of the paper: "Successful technology transfer in uncertain contexts: the role of top management team diversity in university spin-off firms", written in collaboration with Dr. Daniel Pittino, University of Udine.
May 2009, Cagliari, Italy: Speaker at the Seventh Workshop of Professors and Researchers in Business Organisation of the paper: "Front end innovation and stakeholder involvement in the machine tools sector", co-written with Dr. Daniel Pittino, University of Udine.
February 2008, Venice: Speaker at the Sixth Workshop of Professors and Researchers in Business Organisation of the paper: "Family firms and human resource management" written in collaboration with Dr. Daniel Pittino, University of Udine.
December 2007, Copenhagen: Invited speaker at the internal department seminar of the Copenhagen Business School on the relationship between corporate governance and innovation in the biotechnology sector.
May 2007, Milan: Speaker at the 1st Workshop on Family Business in Italy, on the paper "Family business and empowerment: effects on innovation".
December 2006, Udine- Luigi Danieli Science Park: invited speaker as expert at the closing conference of the Iterreg project "Corinna" (Cooperation for regions of innovation).
July 2004, Ljubljana, Slovenia: Speaker at the 20th Egos Colloquium on the paper: "Information systems and employees empowerment: an exploratory study from an organisational perspective", written in collaboration with Prof. Sergio Albertini.
February 2004, Rome: Speaker at the Fifth Workshop of teachers and researchers of business organisation on the paper: "Employee empowerment and information technologies: an exploratory study from a "moderate" organisational perspective", written in collaboration with Prof. Sergio Albertini and Prof. Ferdinando Maraschini
September 2003, Lausanne, Switzerland: Speaker at the Fourth International Conference on Family Business on the paper "Family firms and empowerment: a way to sustainable competitive advantage" written in collaboration with Prof. Cristiana Compagno and Dr. Daniel Pittino.
May 2003, Molle, Sweden: Presenter at the XV International Scandinavian Conference of the paper "The effect on innovation of corporate governance and financial systems: Italy, the UK and Sweden compared", written with Ted Lindblom and Gert Sandahl (Gothenburg) and Andrew Tylecote (Sheffield).
February 2003: Speaker at the Fourth workshop of business organisation teachers and researchers (Florence): paper "Decision making styles and participation: the role of cultural differences".
September 2002: Helsinki, Finland: Speaker at the 3rd international conference on Family Business on the paper "Rebuilding the social capital during the succession process: the role of stakeholders' trust", written in collaboration with Prof. Cristiana Compagno and Dr. Daniel Pittino.
 7-8 February 2002: Third workshop of teachers and researchers of business organisation (Genoa): paper "Corporate governance and product innovation in the machine tool sector" written in collaboration with Prof. Sergio Albertini.
12 November 2001: Speaker and organiser of the International Workshop for the dissemination of the results of the COPI project to companies, scholars, researchers and public institutions (Brescia).
 1-2 February 2001: Second workshop of lecturers and researchers in business organisation (Padua), paper "Corporate governance, worker inclusion and rewarding remuneration mechanisms in the Livenza local furniture system" written in collaboration with Prof. Sergio Albertini of the University of Udine.

**AWARDS**2011: Honorable mention at the IFERA international conference of the paper "High performance work systems in family vs. non-family SMEs. The moderating effect of organisational size", forthcoming in the Handbook of family business research, second edition, Edward Elgar.
2010: The Gunnar Myrdal Prize for the best book awarded by EAEPE (European Association for evolutionary political economy) for the text: Corporate governance, financial systems and technological advantage of nations, Routledge, co-written with Prof. Andrew Tylecote (University of Sheffield).
2007: Honorable mention at the international conference Family Business Research and its State of Art for the paper 'Strategic typologies of small family firms: a test and extension of the configurational approach', written with Dr. Daniel Pittino and subsequently published in Journal of Enterprising Culture, vol. 17(03).

**ACTIVITIES FOR INTERNATIONALISATION**2013-2014 Delegate of the Dean for international mobility.
2011-13 Delegate of the Dean for Internationalisation of the Faculty of Economics, University of Udine.
 2011: Teaching mobility: Incoming: 1-3 December: Prof. Barbara Stampf guest lecturer on the Organisational Behaviour course under the Socrates agreement with Carinthia University of Applied Sciences in Villach.
 2010: Faculty mobility: Incoming: 14-17 February: Prof. Barbara Stampf guest lecturer in the course of Organisation and management of human resources II on the basis of the Socrates agreement with Carinthia University of Applied Sciences in Villach; 3-4 June: Prof. Dejan Jelovac, guest lecturer in the course of Organisational change on the basis of the Socrates agreement with GEA College of Entrepreneurship in Ljubljana.
 2010: Outgoing: 29 May, lecturer in the framework of the Socrates agreement with Carinthia University of Applied Sciences in Villach. 2009: Winner
 of the Cooperlink ministerial grant for the internationalisation of the Faculty of Economics of the University of Udine (€ 22,000) as part of the inter-university agreement with the Indian Institute of Planning and Management, New Delhi,
2009: Member of the Commission for the internationalisation of the Faculty of Economics of the University of Udine,
2009: Promoter and signatory of the student exchange agreement with Bangkok University, Thailand.
Since 2008: Promoter and signatory of the agreement for student exchange with the Indian Institute of Planning and Management, New Delhi.
Since 2008: Contact person for the Faculty of Economics, University of Udine, for incoming students from Russia as part of the Erasmus Mundus
project.
Since 2008: Coordinator of Socrates exchanges with the University of Rijeka (Slovenia).

**PUBLICATIONS**

***Relevant publications***

Lauto, G., Salvador, E., & Visintin, F. (2022). For what they are, not for what they bring: The signalling value of gender for financial resource acquisition in academic spin-offs. *Research Policy*, 51(7), 104554.

Mason, MC., Paggiaro A., Zamparo G., Visintin F. (2022), Entrepreneurial scales in the Italian academia context: a comparison between university spin-offs and high-tech start-ups

*International Journal of Entrepreneurship and Small Business* 45 (2), 210-234

Flamini, G., Pittino, D., & Visintin, F. (2021). Family leadership, family involvement and mutuality HRM practices in family SMEs. *Journal of Family Business Strategy*, 100468.

Pittino, D., Visintin, F., Minichilli A., and Compagno C., (2021). Family involvement in governance and firm performance in industrial districts. The moderating role of the industry's technological paradigm. *Entrepreneurship & Regional Development* (2021): 1-18.

Lauto, G.,Pittino, D., Visintin, F., (2020). Satisfaction of entrepreneurs: A comparison between founders and family business successors. *Journal of Small Business Management* 58, no. 3 474-510.

Pittino D., Visintin F., Lauto G., (2018). Fly away from the nest? A configurational analysis of family embeddedness and individual attributes in the entrepreneurial entry decision by next generation members. *Family Business Review*, vol. 31, p. 271-294, ISSN: 0894-4865, doi: 10.1177/0894486518773867.

Visintin F., Pittino D., Minichilli A., (2017). Financial performance and non-family CEO turnover in private family firms under different conditions of ownership and governance. *Corporate Governance: An International Review.*

Pittino D., Visintin F., Lauto G., (2016). A configurational analysis of the antecedents of entrepreneurial orientation. *European Management Journal.* P

Ittino D., Visintin F., Sternad D., Lenger T., (2016), Are high performance work practices really necessary in family Smes? An analysis of the impact on employee retention. *Journal of family business strategy*, 7(2), 75-89.

Visintin F., Pittino D., (2014). Founding team composition and early performance of university- Based spin-off companies. *Technovation*, vol. 34, p. 31-43, ISSN: 0166-4972, doi: 10.1016/ j.technovation.2013.09.004.

Pittino D., Visintin F. (2011). The propensity towards inter-organisational cooperation in small-and medium-sized family businesses. *Journal of family business strategy*, vol. 2, p. 57-68, ISSN: 1877-8585.

Visintin F., Tylecote A., Handscombe R., (2005). Italian Success and British Survival: Case studies of corporate governance and innovation in a mature industry. *Technovation*, vol. 25, p. 621-629, ISSN: 0166-4972.

***Other Scopus publications***

Pittino, D., Visintin, F., Lauto, G., (2020). "The fsQCA method in family business research." In *Handbook of qualitative research methods for family business*. Edward Elgar Publishing.

Pittino, D., Visintin, F., (2019) 'Family directors monitoring non-family managers: the impact of family representation in the board of directors on CEO replacement decisions after poor performance.' In *Research Handbook on Boards of Directors*. Edward Elgar Publishing.

Pittino D., Visintin F., Compagno C. (2018). Co-leadership and performance in technology-based entrepreneurial firms. In: (eds.): Serena Cubico Giuseppe Favretto João Leitão Uwe Cantner, *Entrepreneurship and the Industry Life Cycle : The Changing Role of Human Capital and Competences*. ISBN: 978-3-319-89336-5.

Tylecote A., Visintin F., (2008). *Corporate governance, finance and the technological advantage of nations*. p. 1-310, London: Routledge,: 0415112214. Tylecote A., Visintin F., (2007). A new taxonomy of national systems of corporate governance. In: Most L., Capitalisms compared- Comparative social research. vol. 24, p. 71-122, OXFORD: Elsevier Science Ltd., ISBN: 9780762313136, doi: 10.1016/S0195-6310(06)24002-X.

Pittino D., Visintin F., Company, C (2011). Front end innovation and stakeholder involvement in the machine tools sector. *International Journal of entrepreneurship and innovation management,* vol. 14(1), p. 96-112, ISSN: 1368-275X.

Visintin F., Pittino D. (2015). Assessing the effect of different dimensions of top management team diversity on the growth of university-based spin-off firms, in Groen A., Cook G., van der Sijde P., (eds.) New Technology-based firms in the new millennium, Emerald.

***Other Publications***

*Papers and book chapters*

Pittino D., Visintin F., Mazzurana P.A.M. (2016), Alliance governance in entrepreneurial firms. The influence of family control and organisational size, in Gabrielsson J., (eds.), *Handbook of Research on Governance and Entrepreneurship*, Edward Elgar.

Mazzurana P.A.M., Pittino D., Visintin F., (2015), La governance delle alleanze strategiche nelle piccole e medie imprese", Quaderni di ricerca sull'artigianato, 1, pp.89-116, il Mulino.

Pittino D., Visintin F., (2013), The adoption of high-performance work systems in family versus non-family SMEs: the moderating effect of organisational size, in Smyrnios K.X.. Poutziouris P.Z. Goel S. (eds.), *Handbook of research on family business*. Second Edition. vol. 1, p. 406-424, CHELTENHAM: Edward Elgar, ISBN: 9781848443228, doi: 10.4337/9781781009383.00030. Compagno C., Pittino D., Visintin F. (2011), 'Enterprise spin-offs' in Costa G. (ed.): *Outsourcing and innovation*, Franco Angeli.

Visintin F., Pittino D., (2011): 'Organisational culture, entrepreneurial orientation and growth in family firms. A case study from a mature industry', Special journal edition of *International Journal of Management Cases*, vol. 6, p.99-115.

Compagno C., Visintin F., Pittino D. (2009) 'The Friuli Venezia Giulia innovation system. Characteristics and performance", *Economic Review*, vol. 1/2009, pp. 79 - 107. Pittino D., Visintin F. (2009) "Innovation and strategic types of family SMEs: a test and extension of Miles and Snow's configurational model", *Journal of Enterprising Culture*, vol. 17(03), pp. 257-295. Visintin F., Pittino D. (2009) "La gestione delle risorse umane nelle PMI udinesi", in S.R. Albertini. R. Leoni, Organisational innovation and work in industrial enterprises - The management of human resources in the provinces of Bergamo, Brescia, Udine and Reggio Emilia. F. Angeli, Milan.

Visintin F. (2006): "Scientist or entrepreneur?" in Compagno C., Pittino D., (eds.): *Ricerca scientifica e nuove imprese*, Utet.

*Books*

Castellarin E., Visintin F., (2021). '*Start up teams. How to manage a successful team with a scientific approach*'. Forum.

Baù, M., Visintin, F., Pittino, D. (2015). *The medium enterprise in Friuli Venezia Giulia*. SEATTLE: Amazon, ISBN: 9781520726755.

Visintin F, Pittino D, Mazzurana P. A. M. (2012), *Developing employability. A study of socio-professional weaknesses,* 1, p. 1-161, SEATTLE: Amazon- Create Space, ISBN: 9781478340935. AAVV (2011): *Measuring the innovative performance of a regional system*, Franco Angeli.

2) the undersigned further declares that he/she is informed pursuant to and for the purposes of Article 13 of Regulation (EU) 2016/679 and Article 13 of Legislative Decree 196/2003 as per the Information Notice in Annex 2:

(a) that the personal data collected will be processed, also by computerised means, within the scope of the procedure for which this declaration is made;

b) Pursuant to Article 15 of Legislative Decree 33/2013, the curriculum vitae will be published on the University's website\* in the event of the assignment of the position forming the subject of this selection.

Date 1/09/2022 SIGNATURE \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_