

Silvia Profili

CURRICULUM VITAE

QUALIFICATIONS

DEGREE

1995	MASTER OF SCIENCE in Economics and Management (cum laude), <i>Sapienza University of Rome</i>
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DOCTORAL DEGREE

1998-2001	PHD IN MANAGEMENT, <i>University of Bologna</i> , Department of Management
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ACADEMIC QUALIFICATIONS

From 07/2019 on	FULL PROFESSOR of Organization and Human Resource Management, G.S.D. 13/ECON-08 (ex S.C. 13/B3 – ORGANIZZAZIONE AZIENDALE) S.S.D. ECON-08/A (ex S.S.D. SECS-P/10 – ORGANIZZAZIONE AZIENDALE)), <i>Università Europea di Roma, Dipartimento di Scienze Umane</i>
07/2017	NATIONAL SCIENTIFIC QUALIFICATION as full professor in the sector SECS-P/10 (Organizzazione aziendale), as defined in DD 1532/2016 of July 13, 2017
2016-2019	EXTERNAL AFFILIATED ACADEMIC STAFF at the Human Resource Management Department of <i>University of Twente</i> (The Netherlands)
2014-2019	ASSOCIATE PROFESSOR of Organization and Human Resource Management (SECS-P/10), <i>Università Europea di Roma</i>
2010-2014	ASSOCIATE PROFESSOR of Management (SECS-P/08), <i>Università Europea di Roma</i>
2002-2009	RESEARCH FELLOW of Business Organization, <i>LUISS Guido Carli University</i> , Department of Management
2001-02	POST DOCTORATE GRANT in Business Organization (SECS-P/10), <i>LUISS Guido Carli University</i> , Department of Management

INTERNATIONAL ACADEMIC QUALIFICATIONS

2016, 2017, 2019	VISITING RESEARCH FELLOW at <i>University of Twente</i> , Human Resource Management Department (The Netherlands)
2018	VISITING PROFESSOR at <i>Universidad Carlos III</i> , Madrid, Human Resource Management Department (Spain)
2015	VISITING PROFESSOR at <i>University of Cordoba</i> , Department of Business Management and Applied Statistics (Spain)
07/1998 – 10/1998	VISITING RESEARCHER at <i>Thomas Jefferson University</i> , Philadelphia (USA)
09/1997 – 07/1998	VISITING PHD STUDENT at <i>University of Pennsylvania</i> , Philadelphia (USA), Wharton School of Management

FURTHER QUALIFICATIONS (RESEARCH POSITIONS AT INSTITUTES OF HIGH QUALIFICATION)

2001-2002	RESEARCH FELLOW of Health Care Management at the Agency of Regional Health Care Services (Age.Na.S - https://www.agenas.gov.it/agenas/l-agenzia), <i>Italian Ministry for Health</i> .
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INSTITUTIONAL, MANAGING AND ORGANISATIONAL ACTIVITIES

MAIN INSTITUTIONAL AND SERVICE ACTIVITIES AT UNIVERSITA' EUROPEA DI ROMA

From 09/2022 on	BOARD MEMBER (Membro del Consiglio di Amministrazione)
From Sept 2021 on	RECTOR'S DELEGATE for Strategic Planning (Delegata del Rettore per la Pianificazione Strategica di Ateneo)
From 09/2022 on	DIRECTOR OF MASTER'S DEGREE Program (Master Universitario di I° livello) in Sustainable Human Resource Management
2014-2021	DIRECTOR OF THE MSc in Economics and Management of Innovation (Presidente Corso di Laurea Magistrale)

OTHER ORGANISATIONAL AND SERVICE ACTIVITIES

2006-11	VICE DIRECTOR EXECUTIVE MBA, LUISS Guido Carli
2001-06	COORDINATOR OF RECRUITMENT AND SELECTION PROCESSES, MBA Full-time Program, LUISS Guido Carli

PARTICIPATION IN COMMISSIONS ON MINISTERIAL AND UNIVERSITY MANDATE

2024	Commission member for public competition <i>Università degli Studi "Gabriele D'Annunzio" di Chieti Pescara</i> – Dipartimento di Studi Socio-Economici, Gestionali e Statistici Procedura valutativa di chiamata per professore di ruolo di prima fascia ai sensi dell'art. 18 commi 1, 4, 4-ter della legge 30 dicembre 2010, n. 240 – G.S.D. 13/ECON-08 (Bando emanato con D.R. 1983/2024 prot. 72837 del 24/06/2024 ed Avviso pubblicato sulla G.U. n. 77 del 24/09/2024 - IV Serie Speciale - Concorsi ed Esami).
2024	Commission member for public competition <i>Università degli Studi di Brescia</i> – Dipartimento di Economia e Management Procedura valutativa di chiamata per professore di ruolo di seconda fascia ai sensi dell'art. 24, comma 5, della Legge n. 240/2010 Indetta con Decreto del Direttore di Dipartimento n. 1947 del 28.11.2023. Settore Concorsuale 13/B3 - SECS-P/10 "Organizzazione aziendale"
2023	Chairman of the Commission for public competition <i>Università degli Studi di Modena e Reggio Emilia</i> , Procedura valutativa per reclutamento di professori di seconda fascia mediante chiamata di cui all'art. 18 comma 1, legge 240/10 per il settore concorsuale 13 B3 organizzazione aziendale ssd secs-P/10 indetta con D.R. n. 574/2023 prot. n. 0131476 del 08/06/2023 (G.U. n. 45 del 16/06/2023)
2023	Commission member for public competition <i>Università Europea di Roma</i> , Procedura di valutazione comparativa per n. 1 posto di Ricercatore a tempo determinato, ai sensi dell'art. 24, comma 3 lettera a) della Legge 240/2010, Settore concorsuale 13/B3 – _Organizzazione aziendale SSD SECS-P/10 Organizzazione aziendale
2023	Commission member for salary increase of professors <i>Università Europea di Roma</i> , Membro della Commissione di valutazione della procedura per l'attribuzione delle progressioni economiche triennali in seguito a valutazione ai Professori e ai Ricercatori a tempo indeterminato
2021	Commission member for public competition <i>Università degli Studi di Bergamo</i> , Dipartimento di Scienze Aziendali, Procedura pubblica di selezione per la copertura di n. 1 posto di ricercatore universitario a tempo determinato ai sensi dell'art 24, comma 3, lettera b) della legge 240/10, Settore Concorsuale 13/B3 - SECS-P/10 "Organizzazione aziendale", bando dr rep. n. 508/2021 del

	22/06/2021 - avviso pubblicato in g.u. serie speciale concorsi ed esami n. 51 del 29.06.2021
2021	Commission member for public competition Facoltà di Economia dell' <i>Università Cattolica del Sacro Cuore</i> , Procedura di valutazione per il reclutamento di n. 1 ricercatore a tempo determinato per il settore concorsuale 13/B3 ORGANIZZAZIONE AZIENDALE, settore scientifico-disciplinare SECS-P/10 ORGANIZZAZIONE AZIENDALE, bandita con decreto rettorale n. 7215 del 24 febbraio 2021.
2020	Commission member for public competition Facoltà di Economia dell' <i>Università Cattolica del Sacro Cuore</i> , sede di Milano, Reclutamento di professori di II fascia mediante chiamata di cui all'art. 24 comma 5, legge 240/10, per il settore concorsuale 13/B3 - Organizzazione Aziendale – settore scientifico disciplinare SECS-P/10

TEACHING ACTIVITIES

UNDERGRADUATE AND GRADUATE COURSES	
2024-2:	“Human Resource Management” (8 CFU – held in English), SECS-P/10, 56 Teaching hours, Master’s Degree Program in Innovation Management, <i>Università Europea di Roma</i>
2023-24:	“Business Organization” (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, <i>Università Europea di Roma</i>
2023-24:	“Human Resource Management” (8 CFU – held in English), SECS-P/10, 56 Teaching hours, Master’s Degree Program in Innovation Management, <i>Università Europea di Roma</i>
2023-24:	“Organizational design in the digital era”, (1 CFU), SECS-P/10, 8 Teaching hours, Master’s Degree Program in Digital Management, <i>Università Europea di Roma</i>
2022-23:	“Business Organization” (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, <i>Università Europea di Roma</i>
2022-23:	“Human Resource Management” (8 CFU – held in English), 56 Teaching hours, SECS-P/10, Master’s Degree Program in Innovation Management, <i>Università Europea di Roma</i>
2021-22:	“Business Organization” (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, <i>Università Europea di Roma</i>
2021-22:	“Human Resource Management” (8 CFU – held in English), 56 Teaching hours, SECS-P/10, Master’s Degree Program in Innovation Management, <i>Università Europea di Roma</i>
2020-21:	“Business Organization” (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, <i>Università Europea di Roma</i>
2020-21:	“Human Resource Management” (8 CFU – held in English), 56 Teaching hours, SECS-P/10, Master’s Degree Program in Innovation Management, <i>Università Europea di Roma</i>
2019-20:	“Business Organization” (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, <i>Università Europea di Roma</i>
2019-20:	“Human Resource Management” (8 CFU – held in English), 56 Teaching hours, SECS-P/10, Master’s Degree Program in Innovation Management, <i>Università Europea di Roma</i>
2018-19:	“Business Organization” (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, <i>Università Europea di Roma</i>
2018-19:	“Human Resource Management” (8 CFU), 56 Teaching hours, SECS-P/10, Master’s Degree Program in Innovation Management, <i>Università Europea di Roma</i>

2017-18: "Business Organization" (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, *Università Europea di Roma*

2017-18: "Human Resource Management" (8 CFU), 56 Teaching hours, SECS-P/10, Master's Degree Program in Innovation Management, *Università Europea di Roma*

2016-17: "Business Organization" (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, *Università Europea di Roma*

2016-17: "Human Resource Management" (8 CFU), 56 Teaching hours, SECS-P/10, Master's Degree Program in Innovation Management, *Università Europea di Roma*

2015-16: "Business Organization" (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, *Università Europea di Roma*

2015-16: "Human Resource Management" (8 CFU), 56 Teaching hours, SECS-P/10, Master's Degree Program in Innovation Management, *Università Europea di Roma*

2014-15: "Business Organization" (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, *Università Europea di Roma*

2014-15: "Human Resource Management" (8 CFU), 56 Teaching hours, SECS-P/10, Master's Degree Program in Innovation Management, *Università Europea di Roma*

2013-14: "Business Organization" (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, *Università Europea di Roma*

2013-14: "Human Resource Management" (8 CFU), 56 Teaching hours, SECS-P/10, Master's Degree Program in Management and Finance, *Università Europea di Roma*

2012-13: "Business Organization and Innovation Management" (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, *Università Europea di Roma*

2012-13: "Corporate Strategy and Management Incentives" (8 CFU), 56 Teaching hours, SECS-P/10, Master's Degree Program in Management and Finance, *Università Europea di Roma*

2011-12: "Innovation Management" (6 CFU), 42 Teaching hours, SECS-P/08, Bachelor's Degree Program in Management, *Università Europea di Roma*

2011-12: "Corporate Strategy and Change Management" (8 CFU), 56 Teaching hours, SECS-P/10, Master's Degree Program in Management and Finance, *Università Europea di Roma*

2011-12: "Compensation Management - Advanced" (8 CFU), 48 Teaching hours, SECS-P/10, Master's Degree Program in Management, *Università LUISS Guido Carli*

2010-11: "Corporate Strategy" (8 CFU), 56 Teaching hours, SECS-P/08, Master's Degree Program in Management and Finance, *Università Europea di Roma*

2010-11: "Service Management" (6 CFU), 42 Teaching hours, SECS-P/08, Bachelor's Degree Program in Management, *Università Europea di Roma*

2010-11: "Business Organization" (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, *Università LUISS Guido Carli*

2010-11: "Compensation Management - Advanced" (8 CFU), 48 Teaching hours, SECS-P/10, Master's Degree Program in Management, *Università LUISS Guido Carli*

2009-10: "Human Resource Management" (8 CFU), 64 Teaching hours, SECS-P/10, Master's Degree Program in Economics, *Università Cattolica del Sacro Cuore*

2009-10: "Intangible assets" (6 CFU), 42 Teaching hours, SECS-P/08, Bachelor's Degree Program in Management, *Università Europea di Roma*

2009-10: "Business Organization" (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, *Università LUISS Guido Carli*

2008-09: "Business Organization" (6 CFU), 42 Teaching hours, SECS-P/10, Bachelor's Degree Program in Management, *Università LUISS Guido Carli*

2008-09: "Human Resource Management" (8 CFU), 64 Teaching hours, SECS-P/10, Master's Degree Program in Economics, *Università Cattolica del Sacro Cuore*

2007-08: "Management" (6 CFU), 42 Teaching hours, SECS-P/08, Bachelor's Degree Program in Management, *Università LUISS Guido Carli*

2007-08: "Business Organization - Advanced" (6 CFU), 42 Teaching hours, SECS-P/08, Master's Degree Program in Management, *Università LUISS Guido Carli*

2007-08: "Management" (8 CFU), 64 Teaching hours, SECS-P/08, Master's Degree Program in Economics, *Università Cattolica del Sacro Cuore*

2006-07: "Business Organization - Advanced" (6 CFU), 42 Teaching hours, SECS-P/10, Master's Degree Program in Management, *Università LUISS Guido Carli*

2006-07: "Management" (8 CFU), 64 Teaching hours, SECS-P/08, Master's Degree Program in Economics, *Università Cattolica del Sacro Cuore*

2005-06: "Management" (6 CFU), 42 Teaching hours, SECS-P/08, Master's Degree Program in Management, *Università LUISS Guido Carli*

2005-06: "Management" (8 CFU), 64 Teaching hours, SECS-P/08, Master's Degree Program in Economics, *Università Cattolica del Sacro Cuore*

2004-05: "Management" (8 CFU), 64 Teaching hours, SECS-P/08, Master's Degree Program in Economics, *Università Cattolica del Sacro Cuore*

2003-04: "Management" (6 CFU), 42 Teaching hours, SECS-P/08, Master's Degree Program in Management, *Università LUISS Guido Carli*

2003-04: "Management" (8 CFU), 64 Teaching hours, SECS-P/08, Master's Degree Program in Economics, *Università Cattolica del Sacro Cuore*

2002-03: "Management" (8 CFU), 64 Teaching hours, SECS-P/08, Master's Degree Program in Economics, *Università Cattolica del Sacro Cuore*

2001-02: "Organization Theory" (6 CFU), 42 Teaching hours, SECS-P/10, Faculty of Arts, *Università degli Studi dell'Aquila*

2001-02: "Management" (8 CFU), 64 Teaching hours, SECS-P/08, Master's Degree Program in Economics, *Università Cattolica del Sacro Cuore*

2000-01: "Organizational communication" (6 CFU), 42 Teaching hours, SECS-P/10, Faculty of Education, *Università degli Studi dell'Aquila*

1999-2000: "Organizational communication" (6 CFU), 42 Teaching hours, SECS-P/10, Faculty of Education, *Università degli Studi dell'Aquila*

OTHER GRADUATE COURSES (MASTER UNIVERSITARI)

2024-25: "Performance management" (2 CFU), 14 Teaching hours, SECS-P/10, 1st Level Master Program in Sustainable Human Resource Management, *Università Europea di Roma*

2023-24: "Performance management" (3 CFU), 21 Teaching hours, SECS-P/10, 1st Level Master Program in Sustainable Human Resource Management, *Università Europea di Roma*

2023-24: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2022-23: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2022-23: "Performance management" (3 CFU), 21 Teaching hours, SECS-P/10, 1st Level Master Program in Sustainable Human Resource Management, *Università Europea di Roma*

2021-22: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2021-22: "Recruiting, selection and onboarding" (1 CFU), 6 Teaching hours, SECS-P/10, 2nd Level Master in Management of complex organization, *Università degli Studi Magna Grecia di Catanzaro*

2020-21: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2020-21: "Performance management" and "People development", (3 CFU), 24 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2019-20: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2019-20: "Performance management" and "People development", (3 CFU), 24 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2018-19: "People Management" (core course), 30 Teaching hours, Executive MBA (XI^a edition), *Università LUISS Guido Carli*

2018-19: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2018-19: "Performance management" and "People development", (3 CFU), 24 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2017-18: "People Management" (core course), 30 Teaching hours, Executive MBA (XI^a edition), *Università LUISS Guido Carli*

2017-18: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2017-18: "Performance management" and "People development", (3 CFU), 24 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2016-17: "People Management" (core course), 30 Teaching hours, Executive MBA (XI^a edition), *Università LUISS Guido Carli*

2016-17: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2016-17: "Organization behavior" and "Performance management", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2015-16: "People Management" (core course), 30 Teaching hours, Executive MBA (X^a edition), *Università LUISS Guido Carli*

2015-16: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2015-16: "Organization behavior" and "Performance management", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2014-15: "People Management" (core course), 30 Teaching hours, Executive MBA (IX^a edition), *Università LUISS Guido Carli*

2014-15: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2014-15: "Organization behavior" and "Performance management", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2013-14: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2013-14: "Organization Design" and "Organizational behavior", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2012-13: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2012-13: "Organization Design" and "Organizational behavior", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2012-13: "Organization and work design"(SECS-P/10), (2 CFU), 14 Teaching hours, SECS-P/10, 1st Level Master in Tourism Management, *Università Europea di Roma*

2011-12: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2011-12: "Organization Design" and "Organizational behavior", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2010-11: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2010-11: "Organization Design" and "Organizational behavior", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2009-10: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2009-10: "Organization Design" and "Organizational behavior", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2009-10: "Human Resource Management", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

2008-09: "Organizational Behavior and HRM", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Legal Advisor & Human Resource Management, *Università LUISS Guido Carli*

2008-09: "Organization Design" and "Organizational behavior", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2008-09: "Human Resource Management", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

2007-08: "Organization Design" and "Organizational behavior", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2007-08: "Human Resource Management", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

2006-07: "Organization Design" and "Organizational behavior", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2006-07: "Human Resource Management", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

2005-06: "Organization Design" and "Organizational behavior", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2005-06: "Human Resource Management", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

2004-05: "Organization Design" and "Organizational behavior", (4 CFU), 32 Teaching hours, SECS-P/10, Master Program in Organization and Human Resources Management, *Università LUISS Guido Carli*

2004-05: "Human Resource Management", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

2003-04: "Human Resource Management", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

2003-04: "Organization design", (2 CFU), 14 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università degli Studi di Ferrara*

2002-03: "Organization design", (2 CFU), 14 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università degli Studi di Ferrara*

2002-2003: "Corporate strategy and Organizational design", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

2001-2002: "Corporate strategy and Organizational design", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

2000-2001: "Corporate strategy and Organizational design", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

1999-2000: "Corporate strategy and Organizational design", (2 CFU), 16 Teaching hours, SECS-P/10, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

1998-99: "Performance management", (2 CFU), 16 Teaching hours, SECS-P/08, 2nd Level Master Program in Health Care Management, *Università Cattolica del Sacro Cuore*

PHD PROGRAMS

2022-23: "Theories of Organization", (1 CFU), 7 Teaching hours, SECS-P/10, PhD Program in 'Persona, Benessere e Innovazione' (38° ciclo), *Università Europea di Roma*

2021-22: "Theories of Organization", (1 CFU), 7 Teaching hours, SECS-P/10, PhD Program in 'Persona, Benessere e Innovazione' (37°ciclo), Università Europea di Roma

2014-15: "Research Methods for Organizational Studies", (1 CFU), 8 Teaching hours, SECS-P/10, PhD Program in 'Applied Statistics' (XXVIII°ciclo), Università Europea di Roma

2014-15: "HRM practices and individual attitudes: a multilevel study", 4 Teaching hours, SECS-P/08, PhD Program in 'Applied Statistics' (XXVIII°ciclo), Università Europea di Roma

TEACHING ACTIVITIES ABROAD

05/2018: course of "Performance Management", 4 teaching hours, MBA Program, Department of Management, *University of Madrid Carlos III* (Spain)

05/2018: course of "Human Resource Management", 7 teaching hours, master's degree students, *Francisco De Victoria University, Madrid* (Spain)

09/2015: Course of "Organizational behavior", 7 teaching hours, Master's degree students, Department of Business Management and Applied Statistics, *University of Cordoba* (Spain)

COMPLEMENTARY TEACHING ACTIVITIES AND SERVICE ACTIVITIES

SUPERVISOR OF THESES

Bachelor's Degree Theses

2023-24: Supervisor of 6 Bachelor's Degree theses (Università Europea di Roma)

2011-23: Supervisor of 36 Bachelor's Degree theses (Università Europea di Roma)

2008-13: Supervisor of 12 Bachelor's Degree theses (LUISS Guido Carli)

Master's Degree Theses

2023-24: Supervisor of 9 Master's Degree theses (Università Europea di Roma)

2011-23: Supervisor of 23 Master's Degree theses (Università Europea di Roma)

2008-13: Supervisor of 9 Master's Degree theses (LUISS Guido Carli)

2008-2011: Supervisor of 2 Master's Degree theses (Università Cattolica del Sacro Cuore)

2004-2024: Supervisor of more than 40 Master's Degree theses (LUISS Guido Carli – Master Universitari)

PhD Theses

2023-24 Università Europea di Roma: Supervisor of 1 PhD thesis (Dott. Giulia Foti)

2010-13 Università Europea di Roma: Tutor of 1 PhD candidate (Dott. Tiberio Daddi)

2008-2013 LUISS Guido Carli, PhD in Management: External Supervisor of 1 PhD thesis (Dott. Mario Losito)

2019-23 Università di Modena e Reggio Emilia, PhD in Lavoro, Sviluppo e Innovazione (34° ciclo): External Evaluator of 1 PhD thesis (Dott.ssa Shahin Manafi Varkiani)

2019-23 Università di Modena e Reggio Emilia, PhD in Lavoro, Sviluppo e Innovazione (32° ciclo): External Evaluator of 1 PhD thesis (Dott.ssa Tullia Russo)

2019-23 Università Cattolica del Sacro Cuore di Milano, PhD in Management and Innovation (35° ciclo): External Evaluator of 1 PhD thesis (Dott.ssa Roberta Laurita)

2019-23 Università Cattolica del Sacro Cuore di Milano, PhD in Management and Innovation (35° ciclo): External Evaluator of 1 PhD thesis (Dott.ssa Greta Elisabetta Brizio)

SUPERVISOR OF RESEARCH FELLOWS

2023-2024 (Università Europea di Roma): Supervisor of 1 Research Fellow (Dott. Francesco Saverio Luciani – assegnista di ricerca post-dottorato)

TUTORING

2011-2024: Bachelor's and Master's Degree (Università Europea di Roma): Tutor of more than 90 students

PROJECT WORK, CASE STUDIES AND LABORATORIES

From 2013 to 2024 (Università Europea di Roma): more than 50 project-works (teams of 4-5 students collecting company data and developing a small business case to be presented and discussed in class) – Undergraduate course of ‘Business Organization’ and graduate course of ‘Human Resource Management’. Examples of companies involved: Abbvie, Marriott International, Spanset, Decathlon, Maserati, Enel Group, Postelitaliane, BNL-BNP Paribas, Unicredit, Wind-Tre, Sanofi Aventis, Ikea, Policlinico Gemelli, Loccioni Group, Brunello Cucinelli.

2014-2016: Scientific Advisor of HDeamia (Hdemia@ArchitettidiApprendimento), Research Laboratory on innovations in training, education and knowledge management, developed and funded by LUISS Business School and Amicucci Formazione.

OTHER SERVICE ACTIVITIES (TERZA MISSIONE)

SERVICE ACTIVITIES

- 2019-on: Scientific board member of Fondazione Lavoroperlapersona Research Center (www.Lavoroperlapersona.it)
- 06/10/2023 Presentation of the “2023 Deloitte Annual Diversity, Equity & Inclusion Maturity Index”, Deloitte Greenhouse, Milano
- 22/03/ 2023 Seminar on ‘Conducting academic research: what does it mean?’ to 70 students of Liceo Pieralli Perugia
- 16/11/2022 Seminar on ‘Sustainability and HRM’ at FORUM delle Risorse Umane 2022.
- 07/05/2020 Seminar on “Leadership inclusiva e fragilità”, Exploring Learning 2020 Workshop, Skilla and Fondazione Lavoroperlapersona, online edition (to more than 200 professionals).
- 15/09/2018 Seminar on “Generation Z: values, attitudes and motivation”, Fondazione Lavoroperlapersona Annual Workshop, Offida (AP).
- 18/04/2018 Seminar on “Le aspettative, i valori e le motivazioni espresse dai giovani dell’Università Europea di Roma. I risultati di una ricerca”, Workshop of Istituto per gli Studi Superiori sulla Donna, UER, Federmanager, CGIL, and AIDP.
- 2015-2023 Scientific Board Member of Value@work, Istituto per gli Studi Superiori sulla Donna, a research group developing research and dissemination activities in the field of wellbeing at work.

BUSINESS AND OTHER PRESS ARTICLES / INTERVIEWS

- Gabrielli G., Innocenti L., Profili S., Sammarra A. (2019). *La sfida delle malattie croniche sul lavoro*, HARVARD BUSINESS REVIEW ITALIA, Dicembre 2019: 92-96.
- Gabrielli G., Profili S., Sammarra A. (2019). *La generazione Zeta sfida la leadership delle imprese. Come prepararsi?*, HARVARD BUSINESS REVIEW ITALIA, Giugno 2019: 14-15.
- Sammarra A., Profili S., Innocenti L., Gabrielli G. (2019). *Abilità, motivazione e opportunità dei malati cronici al lavoro: evidenze dalla ricerca e implicazioni per il people management*, CENTRO DI RICERCA FONDAZIONE LAVOROPERLAPERSONA, <https://ricerca.lavoroperlapersona.it>
- Profili S., Sammarra A., Innocenti L., Gabrielli G. (2019). *Malati cronici al lavoro. Report di ricerca*, Marzo 2020. CENTRO DI RICERCA FONDAZIONE LAVOROPERLAPERSONA.
- Gabrielli G., Profili S. (2017), *Pratiche HR. Come cambia la relazione tra capo e collaboratore attraverso il mentoring*, L'IMPRESA, n.11.
- Video intervista per Libero Quotidiano, 29 Novembre 2024, su “Scuola, Formazione, Lavoro – Il sentiero obbligato”, <https://www.liberoquotidiano.it/video/libero-video/40988231/il-sentiero-obbligato-intervento-silvia-profili-universita-europea-roma.html>

Intervista per AFFARITALIANI.IT su Smart working, 22 Ottobre 2021, https://www.affaritaliani.it/coronavirus/lavoro-lo-smart-working-piace-ma-il-green-pass-non-c-entra-763591.html#google_vignette

Intervista per INSIDE MARKETING su L'impatto dello smart working sulla salute mentale dei lavoratori, 16 Febbraio 2021, <https://www.insidemarketing.it/Impatto-dello-smart-working-sulla-salute-mentale/>

Intervista NCB RADIO, Il cambiamento degli ambienti di lavoro: quali sfide per la gestione delle risorse umane, 26 Gennaio 2021

Intervista per INTERRIS, 31 Gennaio 2021, Lavorare da remoto rende flessibili tempo e spazio, <https://www.interris.it/la-voce-degli-ultimi/professoressa-profilo-a-interris-it-lavorare-da-remoto-rende-flessibili-tempo-e-spazio/>

INVITED SPEAKER / ACADEMIC SEMINARS

From 2008 on	invited as academic speaker by more than 20 companies (e.g. ENEL Group, WIND-Tre, Benetton, De Longhi, Deloitte, SHL) to hold seminars on the following topics: HRM practices and employees attitudes, aging and age diversity at work, mentoring programs, coaching programs, work design and motivation, team working, performance management systems.
10/03/2023	Academic Seminar, Diversity and Disability Management Workshop, <i>Università Europea di Roma</i> : "Diversity Management and Sustainable HRM"
22/02/2023	Academic Seminar, Seminari Italo-Brasiliani di Diritto del Lavoro 2023, <i>Università Europea di Roma – Università di Tor Vergata</i> (Rome): "Le transizioni ambientali, sociali ed organizzative e il loro impatto sul sistema economico del lavoro e sui diritti sociali"
26/05/2022	Key note speech, <i>Università di Modena e Reggio Emilia</i> , Fondazione Marco Biagi, Workshop on Work beyond the pandemic: "Vulnerability at work: the case of chronically ill employees"
24/06/2020	Academic Seminar at the Research Summer School of <i>Fondazione Lavoro per la persona</i> on "Qualitative and quantitative research methods", Offida (AP)
19/09/2020	Academic Seminar at the Annual Workshop of <i>Fondazione Lavoro per la persona</i> : "The experience at work of chronically ill employees: empirical evidence", Offida (AP)
15/05/2019	Academic Seminar, <i>University of Twente</i> (HRM Department): "Rethinking the Top-Down Approach to HRM Practices Implementation"
14/07/2015	Academic Seminar on "La diversità di genere nei CDA e nei top management team" at <i>LUISS Business School</i> (Rome)
18/06/2014	Academic Seminar on "Leadership and emotional intelligence", Conference on Corporate governance e parità di genere. Prima applicazione e prospettive, <i>Dipartimento delle Pari Opportunità della Presidenza del Consiglio – Università Europea di Roma</i> , Rome
20/02/2013	Academic Seminar at <i>LUISS Business School</i> (Rome) "Big data and HRM"
08/11/2013	Academic Seminar at <i>LUISS Guido Carli</i> , Conference on Ripensare l'età e la sua gestione. La prospettiva dell'Age Management nella teoria e nella pratica: "Age management: theoretical perspectives", Rome
11/06/2012	Academic Seminar at <i>LUISS Business School</i> (Rome): "Age management: future perspectives"
21/09/2012	Academic Seminar at the Annual Workshop of <i>Fondazione Lavoro per la persona</i> : "Diversity management and inclusion", Offida (AP)
05/ 2004	Academic Seminar on "The Italian Health care system: organizational challenges" at <i>LUISS Business School</i> , Master in Business Administration (MBA).

SCIENTIFIC RESEARCH ACTIVITIES

SCIENTIFIC PUBLICATIONS

JOURNAL ARTICLES

1. Sammarra A., Innocenti L., Profili S., Gabrielli G., (2024). Favorire l'inclusione e l'engagement dei lavoratori affetti da malattia cronica: evidenze dal progetto di ricerca-intervento MaCro@Work Caring Program di Enel. **Prospettive in Organizzazione**, vol. 23 (*Rivista Scientifica ANVUR*)
2. Innocenti L., Profili S., Sammarra A. (2023). Engaging chronically ill employees at work: the relationship between bundles of HR practices, perceived illness discrimination and work engagement. **Employee Relations**, Vol. 46 No. 3, pp. 550-565. <https://doi.org/10.1108/ER-11-2022-0501> (*Fascia A Anvur / Ranking AJG2021: 2*)
3. Sammarra A., Profili S., Peccei R. (2022), The multifaceted influence of age on employee work engagement: Examining the interactive effects of chronological age, relational age, and perceived age-related treatment, **German Journal of Human Resource Management**, ISSN 23970022 <https://doi.org/10.1177/23970022221138056> (*Fascia A ANVUR / Ranked 2 in AJG-ABS2021 Rating*)
4. Stirpe L., Profili S., Sammarra A. (2022). Satisfaction with HR practices and employee performance: a moderated mediation model of engagement and health, **European Management Journal**, 40(2): 295-305, ISSN 0263-2373, <http://dx.doi.org/10.1016/j.emj.2021.06.003> (*Fascia A ANVUR / Ranked 2 in AJG-ABS2021 Rating*)
5. Sammarra A., Profili S., Peccei R., Innocenti L. (2021), When is age dissimilarity harmful for organisational identification? The moderating role of age stereotypes and perceived age-related treatment, **Human Relations**, 74(6):869-891, ISSN 0018-7267, DOI: 10.1177/0018726719900009 (*Fascia A ANVUR / Ranked 4 in AJG-ABS2021 Rating*)
6. Profili S., Sammarra A., Dandi R., Mascia D. (2019). Clinicians' ability, motivation, and opportunity to acquire and transfer knowledge: An age-driven perspective, **Health Care Management Review**, 44(3):216-223, ISSN 0361-6274, doi: 10.1097/HMR.000000000000187, (*Fascia A ANVUR / Ranked 2 in AJG-ABS2021 Rating*)
7. Profili S., Sammarra A., Innocenti L. (2017). Exploring organisational citizenship behaviour through the lens of age, **International Journal of Business Administration**, 8(1): 22-33, ISSN 1923-4007, doi:10.5430/ijba.v8n1p22 (*Rivista scientifica ANVUR*)
8. Sammarra A., Mormino S., Innocenti L., Profili S. (2017), Corporate Universities' Configuration in the Italian Context: An Exploratory Study, **International Journal of Business and Management**, 12(12): 97-106, ISSN 1833-3850, doi 10.5539/ijbm.v12n12p97 (*Rivista Scientifica ANVUR*)
9. Dandi R., Sammarra A., Profili S., Mascia D. (2016). Le sfide della gestione della conoscenza del personale a fine carriera in sanità, **Organizzazione Sanitaria**, 3: 43-59, ISSN 0394-283X (*Rivista Scientifica ANVUR*)
10. Profili S., Sammarra A., Innocenti L. (2016). Can age make a difference? A moderated model of altruistic organizational citizenship behaviour antecedents, **International Journal of Business Science and Applied Management**, 11(1): 18-31, ISSN 1753-0296.
11. Profili S., Innocenti L., Sammarra A., Gabrielli G. (2016), Il mio capo è più giovane di me! Implicazioni della diversità di età nel rapporto capo-collaboratore, **Prospettive in Organizzazione**, 4, testo disponibile al sito: prospettiveinorganizzazione.assioa.it/ (*Rivista Scientifica ANVUR*)
12. Profili S., Gianecchini M. (2015), La carriera è mia e me la gestisco io. La personalizzazione della carriera come opportunità per tutti i collaboratori, **Prospettive in Organizzazione**, 1, testo disponibile al sito: prospettiveinorganizzazione.assioa.it/ (*Rivista Scientifica ANVUR*)

13. Profili S., Sammarra A., Innocenti L., Gabrielli G. (2014), Performance Appraisal at Telespazio: Aligning Strategic Goals to People Development, **The International Journal of Case Studies in Management**, Vol.12 (1), ISSN 1911-2599.
14. Innocenti L., Profili S., Sammarra A. (2013), Age as moderator in the relationship between HR development practices and employees' positive attitudes, **Personnel Review**, 42 (6): 724-744, ISSN 0048-3486, doi 10.1108/PR-Jan-2012-0009 (*Fascia A ANVUR / Ranked 2 in AJG-ABS2021 Rating*)
15. Sammarra A., Profili S., Innocenti L. (2013), Do external careers pay off for both managers and professionals? The effect of mobility on objective career success, **The International Journal of Human Resource Management**, 24 (13): 2490-2511, ISSN 0958-5192, <https://doi.org/10.1080/09585192.2012.725076> (*Fascia A ANVUR / Ranked 3 in AJG-ABS2021 Rating*)
16. Achard P., Castello V., Profili S., (2004). Il coordinatore clinico aziendale: meccanismo di governance o freno all'aziendalizzazione?, **Rivista Italiana di Ragioneria e di Economia Aziendale**, Marzo-Aprile, ISSN 1593-9154 (*Rivista Scientifica ANVUR*)
17. Achard P., Castello V., Profili S., (2004). Il ruolo della dialettica regione-azienda nel governo del sistema sanitario, **Rivista Italiana di Ragioneria e di Economia Aziendale**, Gennaio-Febbraio, (*Rivista Scientifica ANVUR*)
18. Cicchetti A., Profili S., Fontana F., (2003). Il modello delle competenze del top manager nelle organizzazioni pubbliche: il caso della sanità, **Sviluppo & Organizzazione**, n. 198, Luglio- Agosto, 21-35, ISSN 0391-7045 (*Rivista Scientifica ANVUR*)
19. Achard P., Castello V., Profili S., (2003). Il New Public Management nella Sanità, **Rivista Italiana di Ragioneria e di Economia Aziendale**, Novembre-Dicembre, (*Rivista Scientifica ANVUR*)
20. Profili S., Sammarra A., (2001). L'incentivazione finanziaria come strumento di gestione delle risorse umane nelle aziende ospedaliere, **Economia, Società e Istituzioni**, 3, 481-495, ISSN 1593-9456 (*Rivista Scientifica ANVUR*)
21. Cicchetti A., Profili S., (2001). Relazioni informali e attitudine alla collaborazione nelle organizzazioni professionali: i risultati di uno studio empirico, **Studi Organizzativi**, 2-3, 117-140, ISSN 0391-8769 (*Rivista Scientifica ANVUR*).
22. Profili S., Sammarra A., (1999). Il coordinamento organizzativo: un'analisi applicata all'attività medica nelle aziende ospedaliere, **Studi Organizzativi**, 3, 119-144, ISSN 0391-8769 (*Rivista Scientifica ANVUR*).

BOOKS

1. Profili S., Sammarra A., Innocenti L. (Eds.) (2017), Age Diversity in the workplace. An Organizational Perspective, Advanced Series in Management, **Emerald Group Publishing**, WA: UK, ISBN: 978-1-78743-074-7.
2. Sammarra A., Profili S. (2017), La diversità di età nei contesti di lavoro: sfide organizzative e implicazioni per il people management, **Franco Angeli**, Milano, ISBN: 9788891752345.
3. Gabrielli G, Profili S. (2016). Organizzazione e Gestione delle Risorse Umane (II edizione), **Isedi**, Torino, ISBN: 978-88-8008-369-6.
4. Cicchetti A., Donatini A., D'Ambrosio M.G., Lo Scalzo A., Profili S., Rico A., (2010). Italy Health System Review 2009, Health Systems In Transition, vol. 11, n.6 , p. 1-216, Brussels: **European Observatory on Health Systems & Policies**, World Health Organization, ISBN: 1817-6119.
5. Gabrielli G., Chinotti O., Profili S., Sammarra A. (2010). Development Factory. Casi aziendali di valutazione e sviluppo delle risorse umane, **Franco Angeli**, Milano, ISBN: 9788856825381.
6. Profili S., (2004). Il knowledge management: approcci teorici e strumenti gestionali, **Franco Angeli**, Milano, ISBN: 88-464-5611-4.
7. Achard P., Castello V., Profili S., (2004). Il governo del processo strategico nelle aziende sanitarie. Attori, strumenti e sistemi regionali a confronto, **Franco Angeli**, Milano, ISBN: 9788846451415.

BOOKS' CHAPTERS

1. Profili S., Sammarra A., Innocenti L. (2023). Vulnerability at work. The case of chronically ill employees, in T. Addabbo, E. Ales, Y. Curzi, T. Fabbri, O. Rymkevich, I. Senatori, Work Beyond the Pandemic, **Palgrave Macmillan**, 57-70, ISBN 978-3-031-39950-3, DOI: <https://doi.org/10.1007/978-3-031-39951-0>
2. Profili S., Sammarra A., Innocenti L., Bos-Nehles (2022), The role of line managers in the implementation of

- work adjustment practices for chronically ill employees: A qualitative study, in Townsend, K., Bos-Nehles, A., and Jiang, K., (eds), *Research Handbook on Line Managers*. **Edward Elgar**, Cheltenham, 285-304, ISBN: 9781839102738.
3. Profili S., Sammarra A. (2021), Il ruolo delle percezioni nel misurare l'efficacia delle pratiche di gestione delle risorse umane. Uno studio applicato ai collaboratori affetti da malattie croniche. In L. Alici e Pierosara S. (Eds.), *Vocazione e professione. Dare forma dalla ricerca*, **Franco Angeli**, Milano, 97-116, ISBN: 9788835120377
 4. Profili S., Sammarra A. (2021). L'esperienza di lavoro dei collaboratori affetti da malattia cronica: evidenze dalla ricerca e implicazioni per la pratica organizzativa. In G. Gabrielli (Ed.), *Il lavoro che si prende cura. Idee, ricerche, politiche*, **Franco Angeli**, Milano, 49-71, ISBN: 9788835120957.
 5. Profili S., Sammarra A., Innocenti L. (2017), An organisational perspective on ageing and age diversity at work, In Profili S., Sammarra A., Innocenti L. (Eds.), *Age Diversity in the workplace. An Organizational Perspective*, Advanced Series in Management, xv-xxi, **Emerald Group Publishing**, WA, UK, ISBN: 978-1-78743-074-7.
 6. Sammarra A., Profili S., Maimone F., Gabrielli G. (2017), Enhancing Knowledge Sharing in Age Diverse Organisations: The Role of HRM Practices, In Profili S., Sammarra A., Innocenti L. (Eds.), *Age Diversity in the workplace. An Organizational Perspective*, Advanced Series in Management, **Emerald Group Publishing**, WA, UK, 161-187, ISBN: 978-1-78743-074-7.
 7. Profili S., Innocenti L., Sammarra (2017), A conceptual framework of age diversity climate, In Profili S., Sammarra A., Innocenti L. (Eds.), *Age Diversity in the workplace. An Organizational Perspective*, Advanced Series in Management, **Emerald Group Publishing**, WA, UK, 95-116, ISBN: 978-1-78743-074-7.
 8. Innocenti L., Sammarra A., Profili S. (2016). From control to commitment work systems The role of HRM in the post-bureaucratic transition. In Malizia P., Cannavale C., and Maimone F. (Eds) *Evolution of the post bureaucratic organization, The Advances in Human Resources Management and Organizational Development Book Series*, 1150-1172, **IGI Global**, ISSN: 2327-3372.
 9. Profili S., Sammarra A., Innocenti L., Gabrielli G. (2016), Performance Appraisal at Telespazio: Aligning Strategic Goals to People Development, in Serio L. (Ed.), *The Italian Model of Management. A selection of case studies*, **Routledge**, London, 31-48, <https://doi.org/10.4324/9781351284684>.
 10. Profili S. (2013). Imprese e diversità. Strategie organizzative per costruire vantaggi competitivi con l'inclusione, in Gabrielli G. (a cura di), *La diversità come dono e sfida educativa*, **Franco Angeli**, 120-133, ISBN 978-88-204-2260-8.
 11. Gabrielli G., Profili S., Dandi R., Losito M., (2009). Why knowledge exchange occurs: the role of social networks, homophily and proximity, in Bertagni B, La Rosa M., Salvetti F. (Eds.), *Learn how to learn. Knowledge Society, education and training*, 253-280, **Franco Angeli**, ISBN: 9788856808735
 12. Gabrielli G., Profili S., (2009). Produrre classe dirigente a mezzo di classe dirigente, in *Rapporto Generare Classe Dirigente/2009*, **LUISS University Press-Gruppo24Ore**.
 13. Profili S., (2006). La conoscenza nelle molteplici prospettive del knowledge, in Gabrielli G. (a cura di), *Conoscenza, Apprendimento, Cambiamento. La gestione dei programmi su knowledge e change management*, 45-73, **Franco Angeli**, ISBN: 9788846474216.
 14. Profili S., Torlò V., (2005). Un'interpretazione relazionale della performance individuale, in Bodega F. e al., *Organizzare a misura d'uomo*, 208-218, **McGraw-Hill**, ISBN: 9788838662683.
 15. Profili S., (2004). Diffusione di conoscenze e cambiamento organizzativo nelle organizzazioni professionali: un'analisi relazionale, in D'Atri A. (a cura di), *Innovazione organizzativa e tecnologie innovative*, **ETAS Libri**, ISBN: 8845301052.
 16. Cicchetti A., Profili S., (2004). Il processo di creazione di conoscenza attraverso i centri di eccellenza: un caso di interazione tra università e industria nel settore delle apparecchiature per la chirurgia endoscopica, in Fontana F., Lorenzoni G. (a cura di), *Il Knowledge Management*, **LUISS University Press**, 25-58, ISBN: 8888877193.
 17. Fontana F., Achard P., Castello V., Profili S., (2003). Le strategie delle aziende sanitarie, in Genco P. (a cura di), *Problemi e politiche di razionalizzazione del settore sanitario*, **Enzo Albano Editore**, Napoli.
 18. Donativi A., Profili S., (2001). L'organizzazione degli ospedali di insegnamento, in G. Fiorentini (a cura di), *I servizi sanitari in Italia: 2001*, **Il Mulino**, 265-299, ISBN: 8815082557.
 19. Achard P., Cicchetti A., Profili S., (2000). La formazione delle strategie nelle aziende sanitarie, in Fontana F., Lorenzoni G. (a cura di), *L'architettura strategica delle aziende ospedaliere: un'analisi empirica*, **Franco Angeli**,

ISBN: 8846420675.

20. Achard P., Castello V., Profili S., (2000). Lo spazio strategico: una valutazione empirica, in Fontana F., Lorenzoni G. (a cura di), L'architettura strategica delle aziende ospedaliere: un'analisi empirica, **Franco Angeli**, ISBN: 8846420675.

CONFERENCE PROCEEDINGS (WITH ISBN)

1. Profili S., Innocenti L., Sammarra A., Merlo L., Foti G. (2024). Ability and motivation profiles among chronically ill employees: a latent profile analysis of utilisation HR practices and work engagement. **EURAM Conference Proceedings**, June 2024, Bath (UK), ISSN 2466-7498; ISBN 978-2-9602195-6-2.
2. Sammarra A., Profili S., Innocenti L. (2023). The Effectiveness of HRD Practices among Chronically Ill Employees: The Role of Intrinsic Motivation. **Academy of Management Annual Proceedings**, Vol. 2023, Issue 1. ISSN (print): 0065-0668 | ISSN (online): 2151-6561
2. Innocenti L., Profili S., Sammarra A. (2023). HR development practices, work engagement and continuance commitment of employees with chronic illness: the role of intrinsic motivation, **EURAM Conference Proceedings**, June 14-17, 2023, Dublin, ISSN 2466-7498 | ISBN 978-2-9602195-5-5.
3. Innocenti L., Profili S., Sammarra A. (2022), Engaging vulnerable employees at work. The relationship between bundles of HRM practices, perceived illness discrimination and work engagement, **EURAM Conference Proceedings**, June, 2022, Zurich. ISSN 2466-7498 and ISBN 978-2-9602195-4-8.
4. Profili S., Sammarra A., Innocenti L., Bos-Nehles (2020), Rethinking the Top-Down Approach to HRM Practices Implementation: The Case of Chronic Ill Employees. **Academy of Management Annual Proceedings**, Vol.1, ISSN (print): 0065-0668 | ISSN (online): 2151-6561.
5. Sammarra A., Profili S. (2019). What kind of leaders will generation Z want? An exploratory study of preferred leadership styles among the next generation of employees in Italy. In: "Ongoing Research in Management & IT", **Incon-XV Conference Proceedings**, ISBN: 978-93-89835-79-3, Pune, India, January 10-11, 2020.
6. Innocenti L., Sammarra A., Profili S., Bos-Nehles A. (2019). Exploring the HRM implementation process. The case of work adjustment practices, **EURAM Conference Proceedings**, June, 2019, Lisboa, ISSN 2466-7498 and ISBN 978-2-9602195-1-7.
7. Sammarra A., Profili S. (2019). The Role of Training and Development HRM Practices to Enable Knowledge Sharing in an Age-Diverse Workforce. In: Contemporary issues in Management, **Incon-XIV Conference Proceedings**, ASM Group of Institutes. ISBN: 978-93-88441-41-4 E-ISSN: 2320-0065. PUNE, INDIA, January 11-12, 2019.
8. Innocenti L., Profili S., Sammarra A. (2018). Job Performance and intention to stay at work in the experience of employees with chronic illnesses. **EURAM Conference Proceedings**, June 2018, Reykjavik (IS), ISBN: 9782960219500.
9. Innocenti L., Sammarra A., Profili S. (2016). From control to commitment work systems: the role of HRM in the post-bureaucratic transition, **EURAM Conference Proceedings**, Paris, June 2016, ISSN 2466-7498: EURAM Conference, Paris (France), June 1-4, 2016.
10. Innocenti L., Profili S., Sammarra A. (2015). Disentangling the relation between HRM practices and individual job performance: the role of engagement and age diversity climate. In: **BAM2015 Conference Proceedings**. London: The British Academy of Management, ISBN: 978-0-9549608-8-9, Portsmouth, UK, 8-10/09/2015.
11. Sammarra A., Profili S., Innocenti L. (2014), Do antecedents of altruism change at different career stages? A multilevel analysis, **BAM2014 Conference Proceedings**, The British Academy of Management, ISBN: 978-0-9549608-7-2.
12. Innocenti L., Sammarra A., Profili S. (2014), Does a positive age diversity climate enhance organizational citizenship behaviours?, **BAM2014 Conference Proceedings**, The British Academy of Management, ISBN: 978-0-9549608-7-2.
13. Innocenti L., Profili S., Sammarra A. (2013). Comportamenti di cittadinanza organizzativa alla prova dell'età: evidenze da un'analisi multilivello. In: Organizing in turbulent times: the challenges ahead, **XIV Workshop dei Docenti e dei Ricercatori di Organizzazione Aziendale Roma**, 30-31 Maggio 2013, ISBN: 978-88-6787-055-4
14. Innocenti L., Profili S., Sammarra A., (2012). Age and Line managers' attitudes as moderators between HR development practices and employees' related outcomes. In: Desperately seeking performance in organizations,

XIII Workshop dei Docenti e dei Ricercatori di Organizzazione Aziendale, Università degli Studi di Verona, Verona, 28-29 maggio 2012, ISBN: 9788861298712

15. Innocenti L., Profili S., Sammarra A., Exploring The Influence Of Age Diversity On Employees' Reactions To HR Practices, in: Albertini et al. (a cura di). (a cura di): S. Albertini, M. Bergami, A. D'Atri, M. De Marco, P. De Vita, M. Ferrara, C. Rossignoli, S. Salvemini, Generazioni e ri-generazioni nei processi organizzativi: **Conference proceedings**, Enzo Albano Editore, Napoli, 16-18 giugno 2011, ISBN: 978-88-89677-76-6.

RESEARCH REPORTS

Gabrielli G., Innocenti L., Profili S., Sammarra A. (2020), L'esperienza di lavoro dei collaboratori affetti da malattia cronica, Edizioni Lavoro per la persona, Offida, ISBN 9791280083012.

CONFERENCE PRESENTATIONS AND REFEREED PAPERS

1. Innocenti L., Profili S., Sammarra A. (2022), Engaging chronically ill employees at work. The relationship between HRM bundles, perceived illness discrimination and work engagement, 12th Biennial International Conference of the *Dutch HRM Network*, Twente, November 9-11.

2. Innocenti L., Profili S., Sammarra A. (2022), HRM bundles and work engagement of chronically ill employees, *WOA 2022 Conference*, Brescia, May 26-27.

3. Profili S., Sammarra A., Stirpe L. (2019). Human Resource Management and employee performance: Exploring the role of employees' response to HR practices in an Italian context, 11th Biennial International Conference of the *Dutch HRM Network*, Tilburg, November 14-15.

4. Sammarra A., Profili S., Innocenti L., Peccei R., Disentangling the relationship between age dissimilarity and organizational identification: the moderating role of age diversity climate and its implications for HRM, 10th Biennial International Conference of the *Dutch HRM Network "Sustainable HRM"*, 9-10 November, 2017.

5. Sammarra A., Profili S., Dandi R., Mascia D., Knowledge acquisition and transfer in health care organizations: the role of aging on individual ability and motivation, *XVIII Workshop dei Docenti e Ricercatori di Organizzazione Aziendale*, Università di Pisa, 16-17 Febbraio 2017.

6. Mormino S., Sammarra A., Innocenti L., Profili S., Emerging trends in Corporate Universities: an explorative study, *EURAM Conference*, 21-24 June, 2017, Glasgow (UK).

7. Dandi R., Sammarra A., Profili S., Mascia D., Managing knowledge with an aging and age diverse health care workforce: a theoretical examination and research agenda, 32nd *EGOS Colloquium*, Naples, July 7-9, 2016.

8. Sammarra A., Innocenti L., Profili S., Disentangling the relationship between age dissimilarity and organizational identification: the moderating role of age diversity climate, *WOA 2015 Conference*, Padova, May 2015.

9. Profili S., Sammarra A., Innocenti L., Disentangling the relation between HRM practices and individual job performance: the role of engagement and age diversity climate, 15th *EURAM Conference*, Warsaw, June 2015.

10. Profili S., Innocenti L., Sammarra A., Exploring organizational citizenship behavior through the lens of age: the role of age diversity climate and focus on opportunities, 14th *EURAM Conference*, Valencia. June 4-7, 2014.

11. Innocenti L., Profili S., Sammarra A., Age inequality and employees' engagement and performance: the role of HR practices and managers' attitudes, paper accepted at the 28th *EGOS Colloquium*, Helsinki, luglio 2012.

12. Innocenti L., Profili S., Sammarra A., Line managers attitudes as moderator between HR development practices and employees engagement and performance, paper accettato al *XIII Workshop di Organizzazione Aziendale*, Università di Verona, 28-29 maggio 2012.

13. Innocenti L., Sammarra A., Profili S., Uncovering boundaries for older employees: Age as moderator between Development HR practices and employees affective commitment and job satisfaction, 27th *EGOS Colloquium*, Gothenburg, giugno 2011.

14. Sammarra A., Profili S., Innocenti A., Reorienting careers in the boundaryless era, in "Incertezza, Creatività e Razionalità Organizzative", XI° *Workshop dei Docenti e Ricercatori di Organizzazione Aziendale*, Università di Bologna, Bologna, 16-18 Giugno 2010.

15. Sammarra A., Profili S., Innocenti L., Managerial and professional careers in the boundaryless era: the effect on objective career success, 26th *EGOS Colloquium*, Lisbon, giugno 2010.

16. Sammarra A., Profili S., Innocenti L., Traditional and new careers in the boundaryless era: the effect on objective career success and organizational justice, *European Academy of Management |EURAM Annual Conference*, Rome, 19-22 maggio 2010.
17. Profili S., Knowledge diffusion and organizational change: a relational approach, *International SUNBELT Social Network Conference*, Corfù, 1-6 maggio 2007.
18. Profili S., Dandi R., Motivazioni allo scambio di conoscenza in una Business School: una prospettiva relazionale, *VIII° Workshop dei Docenti e Ricercatori di Organizzazione Aziendale*, Reggio Emilia, 8-9 Febbraio 2007.
19. Profili S., Torlò V., Multi-theoretical multilevel modeling of the co-evolution of social relations and individual performance. XXVI International *SUNBELT Social Network Conference* – Vancouver – British Columbia, 25-29 Aprile 2006.
20. Profili S., Torlò V., Un'interpretazione relazionale della performance individuale, *VI° Workshop dei Docenti e Ricercatori di Organizzazione Aziendale*, Milano, Febbraio 2005.
21. Mascia D., Profili S., Cicchetti A., La struttura per progetti tra disegno organizzativo e processi di strutturazione: uno studio empirico, in "Organizzare a misura d'uomo", *VI° Workshop dei Docenti e Ricercatori di Organizzazione Aziendale*, Università Cattolica del Sacro Cuore, Milano, 3-4 Febbraio 2005.
22. Profili S., Torlò V. Lomi A., A relational approach to individual performance: evidences from a study of an MBA program. XXV International *SUNBELT Social Network Conference*, Redondo Beach, CA, 2005.
23. Profili S., Diffusione di conoscenze e innovazione organizzativa nelle organizzazioni professionali: un'analisi relazionale, *V° Workshop dei Docenti e Ricercatori di Organizzazione Aziendale*, Roma, 5-6 Febbraio 2004.
24. Mascia D., Profili S., Cicchetti A., Exploring structuration in project-based organizational forms: a comparative analysis, *XX° EGOS Colloquium*, Ljubljana University, Slovenia, July 1-3, 2004.
25. Cicchetti A. Profili S., Il modello di competenze del top manager nelle organizzazioni pubbliche: il caso della sanità, *IV° Workshop dei Docenti e Ricercatori di Organizzazione Aziendale*, Firenze, 13-14 Febbraio 2003.
26. Cicchetti A., Profili S., Relazioni informali e attitudine alla collaborazione nelle organizzazioni professionali: i risultati di uno studio empirico, *III° Workshop dei Docenti e Ricercatori di Organizzazione Aziendale* su "L'interpretazione della realtà organizzativa", Genova, 7-8 Febbraio 2002.
27. Profili S., Sammarra A., Gli strumenti di incentivazione finanziaria come meccanismo di coordinamento dell'attività medica, *I° Workshop dei docenti e ricercatori di Organizzazione Aziendale* su "Le sfide organizzative di fine/inizio secolo", Bologna, 4 Febbraio 2000.
28. Profili S., Achard P., Castello V., The role of training in the acquisition and diffusion of managerial knowledge in Health Care Organizations, *Aidea Giovani International Conference*, Rome, 15-17 Giugno 2000.
29. Profili S., Sammarra A., Changes in Health Care Organizations and Evolution of Coordination Mechanisms, *Academy of Business and Administrative Sciences International Conference*, Barcellona 12-14 Luglio 1999.

ORGANISATION, SUPERVISION AND COORDINATION OF NATIONAL AND INTERNATIONAL RESEARCH CENTRES OR GROUPS, OR PARTICIPATION IN THEM

COORDINATION OF NATIONAL AND INTERNATIONAL RESEARCH PROJECT

From 09/2023	Coordinator of the Università Europea di Roma Unit, PRIN2022 (Progetti di rilevante interesse nazionale). Project title: "CHRONically ill Workers Sustainable Employment across the Lifespan (CHROWSEL)". Research Units: Università dell'Aquila, Università Europea di Roma, LUISS Guido Carli [Prot. 2022XXJ3CK]
From 2022:	Scientific partner (representing Università Europea di Roma) of the Deloitte Observatory on Diversity, Equity and Inclusion and Scientific coordinator of the " 2023 Deloitte Annual Divesity, Equity & Inclusion Maturity Index " https://www2.deloitte.com/it/it/pages/human-capital/articles/2023-deloitte-annual-diversity-equity-inclusion-maturity-index.html
02/2016 - 12/2017	Coordinator of the Università Europea di Roma Unit, International Research project on "Generational and Age-Related Diversity at Work. A Multi-cultural Study", Scientific

Supervisor Prof. Rhett L. Standifer, Rennes School of Business, including Univ. of Wisconsin Eau Claire (USA), Lamar University (USA), Western Kentucky Univ. (USA), ISCTE School of Business (Portugal), Jacobs University, Bremen (Germania), University College Cork (Irlanda), Università dell'Aquila (Italia), LUISS Business School (Italia), University of Limerick (Irlanda), Ss. Cyril and Methodius University (Macedonia), Yuan Ze University (Taiwan), Hallym University (Repubblica di Corea)

- 01/2012 – 12/2017 **Coordinator** of the **Age LUISS Laboratory**, Research Laboratory on Age Diversity Management funded by LUISS Business School.
- 03/2015 – 09/2015 **Coordinator** of the LUISS Guido Carli Unit, Research project funded by **Bristol-Myers Squibb** on “Aging and age diversity at work”
- 09/2013 – 05/2014 **Coordinator** of the LUISS Guido Carli Unit, Research project funded by **Infratel** (Infrastrutture e Telecomunicazioni per l'Italia, in-house company of Ministero dello Sviluppo Economico) on “Aging and age diversity at work”
- 06/2011 – 02/2012 **Coordinator** of the LUISS Guido Carli Unit, Research project funded by **Asset Camera** on “Internal communication and knowledge sharing”
- 05/2011 – 03/2012 **Coordinator** of the LUISS Guido Carli Unit, Research project funded by **Banca d'Italia** on “Organizational climate and leadership models”
- 02/2005- 09/2006 **Coordinator** of the LUISS Guido Carli Unit, Research project on “Managerial models of SMEs”, commissioned by **Fondirigenti** (Research partners: Università Fondazione IULM e Booz Allen Hamilton)
- 01/2004 – 12/2004 **Coordinator** of the LUISS Guido Carli Unit, Research project on “Analysis of Made in Italy industries”.
- From 2011 **Scientific coordinator** of the following research projects funded by Università Europea di Roma:
- 2011: "Lo sviluppo delle risorse umane come fonte di vantaggio competitivo sostenibile. L'età e il genere come ostacoli allo sviluppo di boundaryless careers"
- 2012: "Age management. Riconoscere e valorizzare le differenze generazionali per accrescere motivazione e performance delle persone e delle organizzazioni"
- 2013: "Exploring the antecedents of organizational citizenship behavior through the lens of age. A multilevel analysis"
- 2014: "Age diversity, identificazione organizzativa e engagement"
- 2015: "Age diversity, identificazione organizzativa e engagement"
- 2016: "Managerial and Organizational Challenges of Workforce Aging and Age Diversity in the Healthcare Sector"
- 2017: "Managerial and Organizational Challenges of Workforce Aging and Age Diversity in the Healthcare Sector"
- 2018: “Chronic illnesses and employees' ability, motivation and opportunity at work. A work redesign perspective”
- 2019: “Chronic illnesses and employees' ability, motivation and opportunity at work. A work redesign perspective”
- 2020: “Pratiche organizzative per l’inclusione e la valorizzazione dei lavoratori affetti da malattia cronica”
- 2021: “Pratiche organizzative per l’inclusione e la valorizzazione dei lavoratori affetti da malattia cronica”
- 2022: “Engaging vulnerable employees at work”
- 2023: “Work design characteristics as enablers to sustainable employment”
- 2024: “Work design characteristics as enablers to sustainable employment”

PARTICIPATION IN NATIONAL AND INTERNATIONAL RESEARCH PROJECT

- 2018-2020 Research group member, Università Europea di Roma Unit, Project “Rights protection and quality of services from the perspective of an integrated territorial development” - **PRIN 2017** (Prot. 2017XRZRJ5)
- 01/2003-12/2003 Research group member, LUISS Guido Carli Unit, funded by **Ministero della Sanità, Programmi speciali ex art. 12 D.Lgs 229/99**, “Strumenti per la definizione e lo sviluppo di modelli di collaborazione alla ricerca”

1999-2000	Research group member, LUISS Guido Carli Unit, Progetto Strategico Finalizzato CNR 98.03419.ST74 "Le architetture strategiche nelle aziende ospedaliere: una verifica empirica", LUISS Guido Carli.
02/2000-01/2001	Research Group member, Age.Na.S (Agenzia Nazionale per i Servizi Sanitari Regionali, Ente Nazionale con personalità giuridica di diritto pubblico, sottoposto a vigilanza del Ministero della Salute), research project on the evolution of the Italian health care system commissioned by the World Health Organization (WHO), Brussels.
1998-99	Research group member, LUISS Guido Carli Unit, Progetto Strategico Finalizzato CNR 97.05311.ST74 "Le architetture strategiche nelle aziende sanitarie", LUISS Guido Carli.
1997-98	Research group member, LUISS Guido Carli Unit, Progetto Strategico Finalizzato CNR 96.01551.CT10 "I sistemi di controllo nelle aziende sanitarie. I DRG come strumento di controllo di gestione", LUISS Guido Carli.
1996-97	Research group LUISS Guido Carli Unit, Ricerca MURST 40% su: Parte A) «I processi decisionali nella Pubblica Amministrazione»; Parte B) «I modelli organizzativi nella Sanità», National Coordinator Prof. Renato Mele, Unit Coordinator Prof. Franco Fontana.
PARTICIPATION IN OTHER RELEVANT RESEARCH PROJECT	
12/2016 - 07/2017	Research Group LUISS Business School: research project funded by Cisco on 'Smart working and work redesign'
02/2015 – 09/2005	Research Group LUISS Business School: research project funded by Confindustria Perugia on 'Informal relations as coordination mechanism: a social network analysis application'
03/ 2012 – 09/2012	Research Group LUISS Business School: research project funded by BNL BNP-Paribas on 'Aging and age diversity impact on employees' attitudes and behaviors'
10/2008 – 05/2009	Research Group LUISS Business School: research project funded by Fondirigenti on 'Generare Classe Dirigente. III° Rapporto nazionale'.

MEMBER OF DOCTORAL PROGRAMME COMMITTEES

2021-2023	Member of Doctoral programme committee (membro del Collegio dei Docenti) PhD in "Persona, Benessere e Innovazione", Ciclo: 37°-38°-39° [code: DOT212SSEZ]
From 2012	Member of Doctoral programme committee (membro del Collegio dei Docenti) PhD in "Statistica applicata", Ciclo: XXVIII° [code: DOT12D7103]
From 2011	Member of Doctoral programme committee (membro del Collegio dei Docenti) PhD in "Economia e Management", Ciclo: XXVII° [code: DOT11D7924]
From 2010	Vice Coordinator and Member of Doctoral programme committee (membro del Collegio dei Docenti) PhD in "Teoria e metodi per l'analisi economica", Ciclo: XXVI° [code: DOT10D7883]

SUPERVISION OF OR PARTICIPATION IN PUBLISHING COMMITTEES OF SCIENTIFIC MAGAZINES

Since 2016: Member of the Editorial Board European Journal of Cross-Cultural Competence and Management, ISSN: 1758-1516 (<i>Rivista scientifica ANVUR</i>)
Since 2017: Review Editor Journal: "Frontiers in Psychology" ISSN: 1664-1078 Indexed in: PubMed Central, Scopus, Google Scholar, DOAJ, CrossRef, PsycINFO, Index Copernicus, Science Citation Index Expanded (<i>Rivista scientifica ANVUR</i>)

Since 2013: **Editorial Board Member** of the *Lavoro per la Persona* Series of Franco Angeli Editions, Milano (13 published volumes since 2013)

2023: **Co-Editor of the Research Topic** “The human side of digital transformation” with Tanya Bondarouk and Fabrizio Maimone | *Frontiers in Psychology*, ISSN: 1664-1078, <https://www.frontiersin.org/research-topics/27629/the-human-side-of-digital-transformation/magazine> (*Rivista scientifica ANVUR*)

Ad hoc reviewer | Journals: *Human Resource Management Journal* (ISSN: 1748-8583), *International Journal of Human Resource Management* (ISSN: 0958-5192), *Personnel Review* (ISSN: 0048-3486), *Human Resource Management* (ISSN: 1099-050X), *Frontiers in Organizational Psychology* (ISSN: 1664-042X), *European Management Review* (ISSN: 1740-4762), *Journal of Management and Organization* (ISSN: 1833-3672), *International Journal of Manpower* (ISSN: 0143-7720), *Employee Relations* (ISSN: 0142-5455).

INTERNATIONAL CONFERENCE ORGANIZATION AND AFFILIATION TO ACADEMIES

2015: **Founder** (with Alessia Sammarra and Tanya Bondarouk) of the **Human Resource Management Track** at the **EURAM | European Academy of Management Conference** (<http://euramonline.org>)

2015-2023: **Chair of the Human Resource Management Standing Track** at the EURAM Conference (in 9 years more than 300 papers presented):

2015 | TRACK CHAIR of the HRM Standing Track (co-Chairs A. Sammarra and T., Bondarouk) | EURAM 2015 | European Academy of Management Conference, (Warsaw, Poland), June 17-20, 2015
 2016 | TRACK CHAIR of the HRM Standing Track (co-Chairs A. Sammarra and T., Bondarouk) | EURAM 2016 | European Academy of Management Conference, Université Paris-Est Créteil (Paris, France), June 1-4, 2016.
 2017 | TRACK CHAIR of the HRM Standing Track (co-Chairs A. Sammarra and T., Bondarouk) EURAM 2017 | European Academy of Management Conference, University of Strathclyde (Glasgow, Scotland), June 21-24, 2017
 2018 | TRACK CHAIR of the HRM Standing TRACK (co-Chair Sammarra A.) | EURAM 2018 | European Academy of Management Conference, University of Iceland (Reykjavik, Island), June 19-22, 2018.
 2019 | TRACK CHAIR of the HRM Standing TRACK (co-Chair Sammarra A.) | EURAM 2019 | European Academy of Management Conference, ISCTE-IUL (Lisbon, Portugal), June 26-28, 2019
 2020 | TRACK CHAIR of the HRM Standing TRACK (co-Chair Sammarra A.) | EURAM 2020 | European Academy of Management online Conference, December 4-6, 2020
 2021 | TRACK CHAIR of the HRM Standing TRACK | EURAM 2021 | European Academy of Management online Conference, June 16-18, 2021
 2022 | TRACK CHAIR of the HRM Standing TRACK (co-Chair Dello Russo S.) | EURAM 2022 | European Academy of Management Conference, Zhaw School of Management (Zurich, Switzerland), June 15-17, 2022
 2023 | TRACK CHAIR of the HRM Standing TRACK (co-Chair Dello Russo S.) | EURAM 2023 | European Academy of Management Conference, Trinity College Dublin (Dublin, Ireland), June 14-16, 2023

Member of the following Academies:

- 2020-2023: AoM (Academy of Management)
- 2004, 2010, 2011, 2012, 2023: EGOS (European Group for Organization Studies)
- 2010-2024: EURAM (European Management Review)
- 2013-2015: BAM (British Academy of Management)
- 2000-2023: ASSIOA (Association of Italian Organization Studies Academics)

AWARDS FOR RESEARCH ACTIVITY

2012	<i>Emerald-ASFOR 1st Annual Case Writing Competition</i> , 2012 - "Telespazio: Aligning strategic goals to people development", 2nd Best Case Award (with Sammarra A., L. Innocenti, G. Gabrielli)
2019	Awarded the <i>EURAM European Academy of Management 2019 Research Grant</i> (competitive call) Project: “Ability, Motivation, and Opportunity of chronic ill employees at work: implications for HRM practices”.
1996-1997	<i>Scholarship</i> in Business Organization (SECS-P/10), LUISS Guido Carli University, Department of Management

La sottoscritta, consapevole che – ai sensi dell’articolo 76 del D.P.R. n. 445/2000 – le dichiarazioni mendaci, la falsità negli atti e l’uso di atti falsi sono puniti ai sensi del codice penale e delle leggi speciali, dichiara che le informazioni rispondono a verità. La sottoscritta dichiara di essere in possesso di tutti i titoli dichiarati nel presente curriculum, assumendosi la responsabilità ai sensi di quanto previsto dal suddetto D.P.R. n. 445/2000.

La sottoscritta in merito al trattamento dei dati personali esprime il proprio consenso al trattamento degli stessi nel rispetto delle finalità e modalità di cui Regolamento UE 2016/679 ed al decreto legislativo n. 196/2003, così come modificato dal decreto legislativo n. 101/2018.

Date:

December 16, 2024

Place:

Rome (Italy)