



## DELIBERA

<b>Organo</b>	COMITATO PER IL RECLUTAMENTO E LO SVILUPPO DELLE CARRIERE
<b>Data seduta</b>	6 marzo 2018
<b>Sede</b>	Via Calepina, 14 - Trento
<b>Oggetto</b>	<b>Valutazione di ricercatore di cui all'art. 24, comma 3, lett. b), L. 240/2010 ai fini della chiamata nel ruolo di professore associato: dott. Marco Faillo, Dipartimento di Economia e Management.</b>

### Sono presenti alla deliberazione:

VALENTINA NIDER	Presidente	P
ALBERTO BELLIN	Componente	P
YURI BOZZI	Componente con funzioni di segretario	P
LUCA NOGLER	Componente	P
RAUL PAOLO SERAPIONI	Componente	P

P = presente; AG = assente giustificato; A = assente

Visto lo Statuto dell'Università degli Studi di Trento emanato con D.R. 167 del 23.04.2012;

Vista la legge 30 dicembre 2010 n. 240 "Norme in materia di organizzazione delle Università, di personale accademico e reclutamento, nonché delega al Governo per incentivare la qualità e l'efficienza del sistema universitario" e in particolare l'art. 24, comma 5;

Visto il Regolamento per il Reclutamento e la progressione di carriera di professori e ricercatori, emanato con D.R. n. 563 del 29 ottobre 2013 e in particolare l'art. 32 "Valutazione dei titolari dei contratti di cui all'art. 20, comma 1, lettera b) del presente Regolamento ai fini della chiamata nel ruolo di professore associato";

Visti i "Criteri per la valutazione dei ricercatori a tempo indeterminato con contratto di cui al comma 3, lettera b), dell'art. 24 della Legge 240/2010, ai fini della chiamata nel ruolo di professore associato", approvati dal Comitato per il Reclutamento e lo Sviluppo delle Carriere nella seduta del 21 luglio 2015;

Vista la delibera del Consiglio del Dipartimento di Economia e Management del 13 dicembre 2017, con la quale si esprime parere favorevole all'inquadramento del dott. **Marco Faillo** nel ruolo di professore associato per il settore concorsuale 13/A2 (Politica economica);

Vista la propria delibera del 23 gennaio 2018, con la quale sono stati individuati i referee esterni chiamati a valutare la maturità scientifica e didattica del dott. **Marco Faillo** nel ruolo di professore associato per il settore concorsuale 13/A2 (Politica economica);

Viste le valutazioni espresse dai tre referee sul profilo del dott. **Marco Faillo**, di cui sono riportati di seguito alcuni estratti:

#### Referee n. 1

*I am happy to support the promotion of Marco Faillo to tenured Associate Professor at the University of Trento. I have met Marco Faillo at several conferences over the years, and I had a chance to discuss in depth some of his ideas about social norms and cooperation. Faillo is an excellent behavioral economist, as testified by the number of international publications, some of them in top journals in his research area. His work on norms, cooperation, and punishment mechanisms is original and innovative, as is his research on the link between social contract-based preferences and norm compliance. This latter work is already having an impact in business ethics, a field where there are few good theoretical models.*

*Faillo's international presence is well established, as can be seen by the number of presentations at important international conferences and workshops. I have every reason to expect his influence to continue growing in the behavioral economics community, where he brings a fresh theoretical approach supported by well-crafted experiments.*

*In sum, I believe Marco Faillo has reached the scientific maturity needed for the promotion, and I can assure you that, if he were in my university, we would have no hesitation in giving him tenure.*

#### Referee n. 2

*I have been asked to write a letter in reference to the promotion of Dr. Marco Faillo to an Associate Professorial Position at the University of Trento. My overall assessment is positive. Below I will elaborate by commenting on his research and teaching record. Marco Faillo has been an active scholar for twelve years after obtaining a Ph.D. and has been on a Ricercatore position for about three years (since 2015). I have had the opportunity to personally interact with him during my visits in Trento and at international conferences. Most of his career developed at the University of Trento in a position of post-doc or*



researcher. His main research area is experimental and behavioral Economics, (with an emphasis on cooperation, pro-social motivations, and the functioning of organization) [...].

**Research.** He mainly published articles in international journals and as book chapters. Three articles have appeared in leading journals such as *Organizational Studies*, *Games and Economic Behavior*, and *Journal of Economic Behavior and Organization* (fascia A VQR) and four articles in good international journals such as *Public Choice*, *Journal of Economic Psychology*, *Journal of Socio-Economics*, and *Business Ethics: A European Review* (fascia B VQR). He also placed other four research articles in lower ranking journals and two with a more interdisciplinary flavor. His research output seems to attract some citations in the community, although the lion's share of them are for his first publication, in *Organizational Studies*, which is co-authored with his Ph.D. thesis advisor.

None of the publications is single-authored, but this is very common nowadays in Economics. We can infer Dr. Faillo's contribution to the publications in an indirect manner because he has a good network or co-authors that vary from one publication to the other. This signals that he is sought after as co-author, he is able to work with a variety of scholars, he has gained independent from his thesis advisor, and does not depend from any single person to perform well in research. A weak aspect is the geographical range of the network, which is essentially Italian. I have counted about twenty different coauthors, and only five have foreign names. That could be improved, given also that Dr. Faillo routinely attends workshops and conferences all over Europe.

The performance in the last three years has been respectable. He published two articles, one in an A-journal and another in a B-journal. In terms of outlook, he has four submitted papers to good journals (fascia B VQR) and four other recent working papers (after 2016). Three of the papers are revise and resubmit, which denotes a promising direction for the future. His research trajectory appears in line with his recent performance, which has grown over the years.

If I may, I'd say that where Marco Faillo shows some weaknesses is in a lack of leadership. Although he seems to be appreciated as a solid team player, when looking at his overall profile, his track records does not show roles such as principal investigator in grants, lead author in papers, or in novel research projects.

**Teaching.** Marco Faillo has an extensive experience in teaching, both at undergraduate and graduate level. Most of his teaching took place in Trento but he has occasionally also taught in other universities in Italy and abroad. His curriculum in terms of teaching places him in a very good position for being Associate Professor. I expect him to be able to fulfill his future teaching duties well.

#### Referee n. 3

I am responding to your request for an evaluation of Dr. Marco Faillo's research record; I understand that Dr. Faillo is being considered for the position of Associate Professor. ...

Dr. Faillo works on questions regarding ethical and moral behavior in various settings, and organization theory. His work is inspired by behavioral economics, and uses frequently the tools of experimental economics. He is a productive scholar, having published in a wide range of international scholarly journals and books. Dr. Faillo has several papers under review at journals and a substantial body of work in progress. He is a frequent presenter at international conferences. Having seen many curriculum vitae of economists who received their Ph.D. degrees during the past 20 years, I can tell that Dr. Faillo's curriculum vitae represents the profile of a successful scholar occupying a senior position at leading research universities.

The research produced by Dr. Faillo makes several contributions to the literature. In the stream of papers on organization theory, his 2008 paper on organizational capabilities synthesizes and advances our understanding of how firms can deploy their "competences" to integrate the skills of individuals, especially in dealing with complexity. I use this article in teaching an organization theory course.

In the larger stream of behavioral and experimental economics, Dr. Faillo has several valuable and interesting contributions. For example, one paper that I found useful in my own research is his 2013 paper about how punishment and feedback contribute to cooperation. His conceptual framework and experimental design are very productive in that they provide a novel understanding of how just, unjust and other combinations of feedback and performance levels affect cooperation and efficiency. A related paper examines the effects of punishment using simulation method to explore more broadly the effects of punishment on cooperation. This paper (published in 2015) compliments nicely the experimental paper and provides a fertile basis for further study of how organizations can rely on various feedback and punishment mechanisms. Dr. Faillo's other, more recent (2017), papers on feedback and punishment mechanisms combine to provide a comprehensive treatment of this topic that will propel him to a position of a leading scholar in this area.

Dr. Faillo has addressed several other questions using the experimental method. For example, in his 2015 paper on social contract, he and his coauthors show the value of an agreement reached under the veil of ignorance for subsequent collaboration, employing a repeated public goods game experiment. This paper has important implications for structuring groups and organizations for effective cooperation.

Dr. Faillo is a productive and thoughtful scholar who has done important work behavioral economics. I am delighted to recommend without hesitation Dr. Faillo for promotion to Associate Professor at the University



*of Trento. He will be an outstanding member of your distinguished faculty.*  
Visto il *curriculum vitae* del dott. **Marco Faillo**;  
Con voto unanime;

Delibera

1. di formulare la seguente valutazione del dott. **Marco Faillo**, ai fini della chiamata ai sensi dell'art. 24 comma 5, L. 240/2010 nel ruolo di professore associato per il settore concorsuale 13/A2 (Politica economica):

*I giudizi espressi dai referee esterni sul contributo scientifico, la qualità dell'attività di ricerca e l'esperienza professionale del dott. **Marco FAILLO**, nonché sulla coerenza del suo profilo con i requisiti attesi per il ruolo di professore di seconda fascia, sono molto positivi.*

*A seguito di attenta valutazione del curriculum e delle pubblicazioni, e sulla base dei giudizi formulati dai referee, il Comitato ritiene il profilo scientifico del candidato pienamente adeguato al ruolo ed esprime parere favorevole alla chiamata del dott. **Marco FAILLO** nel ruolo di professore associato per il settore concorsuale 13/A2 (Politica economica).*

F.to Il Presidente  
Prof.ssa Valentina Nider

F.to Il Segretario  
Prof. Yuri Bozzi