

DELIBERA

Organo	COMITATO PER IL RECLUTAMENTO E LO SVILUPPO DELLE CARRIERE
Data seduta	11 settembre 2018
Sede	Via Calepina, 14 - Trento
Oggetto	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. Lorenzo AVANZI, Dipartimento di Psicologia e Scienze Cognitive

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

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 Psicologia e Scienze Cognitive del 14 marzo 2018, con la quale si esprime parere favorevole all'inquadramento del dott. **Lorenzo AVANZI** nel ruolo di professore associato per il settore concorsuale 11/E3 (Psicologia sociale, del lavoro e delle organizzazioni), ssd M-PSI/06 (Psicologia del Lavoro e delle organizzazioni);

Vista la propria delibera del 8 giugno 2018, con la quale sono stati individuati i referee esterni chiamati a valutare la maturità scientifica e didattica del dott. **Lorenzo AVANZI** nel ruolo di professore associato per il settore concorsuale 11/E3 (Psicologia sociale, del lavoro e delle organizzazioni) – settore scientifico disciplinare M-PSI/06 (Psicologia del Lavoro e delle organizzazioni);

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

Referee 1:

The CV for Dr. Avanzi - which I received June 26, 2018 - lists 23 publications; 18 appeared in peer reviewed outlets (one has been accepted in a peer reviewed journal for publication), and five papers were published in other outlets. Ten of the 18 articles were signed by the candidate as first author. The 18 articles deal with organizational-psychological topics (e.g., burnout, work addiction, satisfaction, organization and identity, safety at work, statistics). Ten publications are dated 2015 or more recent. All papers published in peer reviewed journals deal with highly relevant topics which the candidate investigated jointly with national and international colleagues. Besides the successful publication activity, Dr. Avanzi lists 22 presentations at national and international scientific conferences and workshops. Overall, the research activity is impressive and especially his productivity in the past three years promises successful research also in the future. I would also like to emphasize that the international cooperation of Dr. Avanzi is a great asset.

The candidate's research interests encompass organizational identification, workaholism and overcommitment, work-related stress and job well-being, teachers' burnout and well-being, self and collective efficacy and aging, and in this fields he has sufficient teaching experience. He teaches work and organizational psychology courses since 2011/12 and supervised master theses students.

Besides the academic teaching and publication experience, Dr. Avanzi lists participation in statistical courses and he has gained experience in the practical field as consultant, which is highly valuable in work and organizational psychology.

Scopus lists 19 documents signed by Dr. Avanzi; 113 citations and an H-index of 6.

In my opinion, Dr. Lorenzo Avanzi has reached the scientific maturity needed for being promoted to the



position of associate professor.

Referee 2:

Dr. Lorenzo Avanzi of the Department of Psychology and Cognitive Science at the University of Trento is under consideration for promotion to tenured Associate Professor at the University of Trento. Below, I make a brief description of Dr. Avanzi's academic background, followed by a review of his research merits and teaching merits, before arriving at my conclusion.

Educational and employment background

Dr. Lorenzo Avanzi (born 1975) obtained his degree in Psychology (*summa cum laude*) from the University of Bologna in 2004. He earned his PhD in Social, Developmental and Organisational Psychology from the same university in 2009. In addition to these degrees, he has also participated in four summer schools, a course, and a workshop focusing on various aspects of research methods.

During his PhD studies, Lorenzo Avanzi worked for one year in a project on older workers (University of Bologna) and served as consultant on work-related stress interventions (University of Bologna and Chamber of Commerce, Brescia). After having completed his PhD, Dr. Avanzi initially worked in a cooperative company (2009-2010), before joining the University of Trento. He worked as a postdoctoral researcher for three years (2010-2013) in Professor Franco Fraccaroli's project on psychosocial risk factors in schools, and had another position as postdoctoral researcher for one year (2013-2014) in Professor Fraccaroli's project on psychosocial risk factors and work-related stress in the public sector. Dr. Avanzi had several assignments as consultant during 2014 and 2015 and was collaborator on Professor Paola Venuti's project on schools in 2015 (University of Trento). Since December 2015, Dr.

Avanzi is employed as Research Fellow at the Department of Psychology and Cognitive Science, University of Trento.

Research merits

Dr. Avanzi's PhD thesis, supervised by Professor Guido Sarchielli, had the title *Dual identification: When identification in organizational contexts can harm*. While he has continued to do research on organizational identification, Dr Avanzi's research interests have broadened over the years (without being too disparate), partly as a consequence of his involvement in different research projects. His research areas include work-related stress and well-being in general, but also burnout and well-being (mainly among teachers) as well as workaholism and overcommitment. In addition, he has an interest in self-efficacy and collective efficacy, safety at work, and aging. His publication list also bears witness of an interest in research methods (e.g., mediation, structural equation modeling, and person-oriented methods) and scale validation.

Lorenzo Avanzi's peer-reviewed publications include 18 journal articles (including "in press" and "accepted"), 10 of which have Avanzi as first author. Most of these articles have been published in international journals (e.g., *Anxiety, Stress and Coping; European Journal of Psychological Assessment; Frontiers in Psychology; International Journal of Occupational Safety and Ergonomics; International Review of Social Psychology; Journal of Management; Teaching and Teacher Education; Work & Stress*) and all have been published in the past from 2012 and onwards. It should be noted that some of these journals are highly recognized. In addition, his publication list includes 5 publications in Italian (2 of which with Lavazi as single author and 3 as first author) and 23 conference presentations (13 of which with Avanzi as first author).

As is evident from the list of publications, Dr. Avanzi has collaborated with a large amount of Italian researchers, many of whom with good international reputation. He has also coauthored publications with leading researchers from Utrecht University, the Netherlands (Wilmar Schaufeli, Wim Meeus, Skyler T. Hawk) and Goethe University, Germany (Rolf Van Dick), University of Zürich, Switzerland (Johannes Ullrich), and University of Applied Science and Arts, Switzerland (Alberto Crescentini). Dr. Avanzi has formal collaboration with Professor van Dick since 2011 and with Professor Crescentini since 2014. He also participated in a network on teachers' well-being 2011-2013, involving researchers from several Italian universities. This bears witness of Lorenzo Avanzi being a person who is easy to collaborate with, as well as a person who is eager on developing his own research networks.

Lorenzo Avanzi's recognition as a researcher is also evident from the fact he has been invited young keynote speaker (on organizational identification) at a psychology congress in Caserta in 2017, and has received an award for Young Researcher Best WOP Paper at a congress organized by the Italian Association of Psychology in 2015. In addition, Dr. Avanzi has received a scholarship to spend a two-month research visit with Professor van Dick's research group in Goethe University in 2014. As a result of his research merits he has also served as reviewer for several journals (*Journal of Organizational Behavior; Teaching and Teacher Education; Journal of Personnel Psychology; European Management Journal; Journal of Marketing; BPA Applied Psychology Bulletin [Bollettino di Psicologia Applicata]; BioMedCentral; Giornale Italiano di Psicologia; Psicologia della salute; Psicologia Sociale; Personnel Review*), although the number of review assignments is not reported.

Dr. Avanzi has also served as co-editor (together with Professor Fraccaroli) for a special issue in the journal *Psicologia Sociale* in 2017. He has also served as consultant in various instances based on his research merits. The fact that he is a member of three professional organizations (*Albo professionale degli Psicologi*,



sezione Trentino, European Association of Work and Organizational Psychology, and Associazione Italiana di Psicologia) indicates that he is well integrated in the academic community. It should also be mentioned that he masters not only standard statistical software (SPSS), but also software for structural equation modeling (Lisrel) and that he has basic knowledge in software for person-oriented methods (Sleipner).

My overall impression of Dr. Avanzi's research merits is that they qualify for a position as tenured Associate Professor. The publication record bears witness of high quality research and an ongoing – and steadily increasing – research career. He has also made important contributions in the peer-review system, been invited as keynote speaker and received an award for best paper. Most importantly, the impact his publications have had indicates that he is a well-recognized researcher who has performed research that has made important to the literature in a wide array of research areas.

Teaching Merits

Dr. Avanzi has taught courses in work and organizational psychology, psychologist careers, organizational well-being, human resource management, and organizational methods. In total, the CV lists that his teaching corresponds to around 250 hours in the classroom. Dr. Avanzi has also been involved in seminars at the University of Trento (Planning and management of inclusive processes in the school) and the University of Macerata (Job burnout). Dr. Avanzi also has some pedagogical experience from PhD studies. Since 2017, he is a member of the PhD course "Psychological Science and training" at Rovereto, and since 2018 a member of the Doctoral Commission, Department of Psychology and Cognitive Science, University of Trento. He has also been co-organizer (together with Professor Fraccaroli) of two workshops (2017 and 2018) on "Current issues in occupational health psychology, attracting students from the Master and PhD levels in various universities in Italy. While Dr. Avanzi thus far has not supervised any PhD thesis, he has been main supervisor of 2 Masters' theses at the University of Trento and involved in the supervision of 9 additional Masters' theses.

It is evident that Dr. Avanzi's formal teaching experience fulfills the requirements for an Associate Professor. While he has yet to supervise PhD theses and the number of supervised Master's theses as main tutor is relatively small, he has been involved in the supervision of several theses. To an outside referee, it is difficult to judge the quality of the teaching, but the fact that he continues to get teacher assignments – and is now also involved in the PhD program – speaks for good quality. My overall conclusion is that also the teaching merits of Dr. Avanzi make him qualified as a Associate Professor.

Concluding Recommendation

It should be evident from my review that I am favorable to Dr. Avanzi's application for promotion to tenured Associate Professor. The research merits very well meets the requirements of an Associate Professor. He has published in a variety of scientific journals, and in a wide array of topics related to work and organizational psychology, social psychology, and research methods. He has a strong research network and made valuable contributions to the academic community. Also Dr. Avanzi's teaching merits are above the formal requirements for an Associate Professor. He has taught several courses, is gradually entering also PhD level courses, and has experience from supervision at the Master's level.

I definitely believe Dr. Lorenzo Avanzi meets the requirements for a position as tenured Associate Professor. I believe promotion will not only signal the University's appreciation of his research, teaching, and administrative contributions, but, moreover, that it will benefit the University to count Lorenzo Avanzi among its permanent staff. In my view, there is no doubt his contributions are characteristic of very good scholarship.

Referee 3:

I am writing to provide my appraisal of Dr. Lorenzo Avanzi's case for promotion to Associate Professor with tenure at the University of Trento. As a frequent visitor to the University of Trento, I have known Dr. Avanzi for [...]. However, I have not collaborated with him on any research or other projects. I have based on my assessment on the cv supplied to me, the quality of his publications, and his citations. In my opinion Dr. Avanzi's level of scholarly productivity as a coherent body of work over the last three years exceeds the criteria for promotion to associate professor in terms of both quantity and quality, and my evaluation of his work is very positive.

In examining Dr. Avanzi's level of productivity, I note that he has published ten peer-reviewed articles over the last three years; he was the first author on four of these, thus publishing at a rate of approximately three publications per year. In other words, his research productivity has been quite steady and at a good pace. Although his cv did not include information about the projects he is currently working on, his recent productivity, combined with a steady level of work since he received his PhD and his solid level of presentations at professional meetings, suggest that his prospects for future productivity are good as well. In addition, this level of productivity is especially significant given his apparently exclusive use of field samples: Such samples are notoriously hard to come by but provide some of the most compelling evidence within the field of work psychology.

In addition, Dr. Avanzi has made significant contributions to our field in terms of co-editing a journal special issue (at *Psicologia Sociale* on occupational health psychology) and organizing professional meetings. These contributions suggest the high regard in which he is held by his colleagues, and they



position him (and his institution) well within the field in terms of visibility.

I was pleased to see that he has received recognition from his colleagues by being given a young researcher award in 2015.

I also note that Dr. Avanzi has been involved in a number of applied research projects and grants over the years (e.g., with school systems), including the last three years. This is significant for several reasons. First, it provides him and his colleagues with rich sources of data for research.

Second, it provides an important service – a contribution both to the community and to the mission of the university. And third, it provides visibility not only to him as a scholar, but also to the work psychology program at University of Trento.

In terms of impact, I note that on Google Scholar Dr. Avanzi's current citations stand at 266, but with a very rapid increase over the last few years (92 citations in 2017), as one would expect for an active scholar at his career stage. In reading his papers, he has carved out a strong niche related to occupational safety and health, and in particular, worker well-being. Perhaps most significant is his work on the factors (organizational identification) that may moderate the relations between workaholism and well-being, which has had a significant impact on our understanding of the factors that may affect how workaholism affects workers. Moreover, it demonstrates the "dark side" of organizational identification. This work appears to be part of an ongoing research stream of his: Dr. Avanzi has a coauthored paper that is in press at Journal of Management, one of the top journals in applied psychology and management (impact factor 8.1).

I note that this article has been in press since 2016 (i.e., during this evaluation period for tenure and promotion) as a result of the significant production lag at JOM.

In reviewing Dr. Avanzi's materials, one factor that may explain his success is that he appears to be well-networked within the field, both within Italy and abroad. That is, he has amassed a strong network of colleagues in the field (some of whom are the very leaders in the field). This not only demonstrates the value that is placed on his contributions, but also bodes well for his continued productivity.

Finally, I want to note that throughout this letter I have used the evaluative style with which I am familiar, that is, which in my experience is common in comparable letters for positions in U.S. universities. My goal is to communicate that I consider Dr. Avanzi's scholarly productivity and promise to be very positive and that he clearly exceeds the criteria for promotion to associate professor.

Visto il *curriculum vitae* del dott. **Lorenzo AVANZI**;

Con voto unanime;

Delibera

1. di formulare la seguente valutazione del dott. **Lorenzo AVANZI**, ai fini della chiamata ai sensi dell'art. 24 comma 5, L. 240/2010 nel ruolo di professore associato per il settore concorsuale 11/E3 (Psicologia sociale, del lavoro e delle organizzazioni), ssd M-PSI/06 (Psicologia del Lavoro e delle organizzazioni):

*I giudizi espressi dai referee esterni sul contributo scientifico, la qualità dell'attività di ricerca e l'esperienza professionale del dott. **Lorenzo AVANZI**, 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. **Lorenzo AVANZI** nel ruolo di professore associato per il settore concorsuale **11/E3** (Psicologia sociale, del lavoro e delle organizzazioni), ssd **M-PSI/06** (Psicologia del Lavoro e delle organizzazioni).*

F.to Il Presidente
Prof.ssa Valentina Nider

F.to Il Segretario
Prof. Yuri Bozzi