

Professor Maria Joana Mesquita Cruz Barbosa de Carvalho, Associated Professor of the Faculty of Sports of University of Oporto, Vice-Rector of University of Oporto:

Following my order issued on 8 august 2022, by delegated power under the Ordinance no. ° 9493/2022 published in the Official Gazette, 2nd series, no. 148 of 24 August this call for applications is published for one positions of Full Professor in the Disciplinary Area of Management of the Faculty of Economics of the University of Porto. The application procedure will remain in force for a period of 30 (thirty) business days as from the date immediately following the publication of this Notice in the Official Gazette.

1 - The applicable legal provisions are as follows:

Articles 37 to 51, 61 and 62-A of the University Teaching Career Statute (ECDU – Estatuto da Carreira Docente Universitária), published in Decree-Law 205/2009 of 31 August, and amended by Law no. 8/2010 of 13 May; and the Regulations for the Recruitment of Full, Associate and Assistant Professors of the University of Porto – Order no. 12913/2010, published in the Official Gazette, 2nd Series, no. 154 of 10 August, and the Amendment Resolution (excerpt) no. 380/2019, published in the Official Gazette, 2nd Series, no. 64 of 1 April 2019

2 - Eligible candidates:

Holders of a PhD degree for more than five years, counted up to the day before the deadline for submission of applications, and the aggregate title, under the terms of article 40 of the University Teaching Career Statute (ECDU).

If the doctoral degree was awarded by a foreign higher education institution, it must be recognized by a Portuguese higher education institution, under the terms of Decree-Law no. 66/2018, published in the Official Gazette, 1st series, no. 157 of 16 August. This formality must be accomplished by the application deadline.

3- Criteria for selection and ranking of candidates.

The evaluation criteria, respective weighting, final evaluation system and ranking, refer to the general functions of teachers, provided for in article 4 of Decree-Law no. 205/2009 of 31 August and as provided in article 50 of that same decree-law and the provisions of article 14 of the Regulations for the Recruitment of Full, Associate and Auxiliary Professors of the University of Porto.

3.1 Approval criteria in absolute merit.

The vote against approval on absolute merit must be based on one or more of the following circumstances:

- a) If the candidate does not hold a Doctor's degree in the disciplinary area of Management or another area considered appropriate;
- b) If the candidate does not hold the title of Aggregation in the disciplinary area of Management or

another area considered appropriate;

c) If the candidate does not have a curriculum whose merit the jury believes does not have a scientific and pedagogical level, research capacity and activity developed compatible with the area of Management, specifically Accounting and Management Control, and the category for which the competition is open;

d) The candidate does not submit at least six articles published, or definitively accepted for publication, in scientific journals indexed in categories 2 to 4* of the Academic Journal Guide Ranking of the Chartered Association of Business Schools (ABS) or in the first two quartiles of the Journal Citation Reports (JCR) of the Web of Science (WoS) or in the first quartile of the SCImago Journal Rank (SJR). Journals where these articles are published, or definitively accepted for publication, must be indexed in the following scientific categories:

- Academic Journal Guide of the Chartered Association of Business Schools (ABS) (Academic Journal Guide 2021): Accounting; Business and Economic History; Entrepreneurship and Small Business Management; Finance; General Management, Ethics, Gender and Social Responsibility; Human Resource Management and Employment Studies; Innovation; International Business and Area Studies; Management Development and Education; Marketing; Operations and Technology Management; Operations Research and Management Science; Organizational Studies; Public Sector and Health Care; Sports, Leisure, Tourism and Sector Studies; Strategy.
- Journal Citation Reports (Clarivate, 2021): Business; Business, Finance; Industrial Relations & Labor; Management; Operations Research & Management Science.
- Scimago Journal Rank (Scopus, 2020): Accounting; Business and International Management; Business, Management and Accounting (miscellaneous); Finance; Industrial relations; Management Information Systems; Management of Technology and Innovation; Management Science and Operations Research; Marketing; Organizational Behavior and Human Resource Management; Strategy and Management; Tourism, Leisure and Hospitality Management.

The Quartile/Ranking of journals to be considered is that of the most recent edition of each bibliographic database, regardless of the year of publication of the article.

A candidate who is approved by an absolute majority of the voting jury members, in a justified nominal vote, is considered to have been approved on absolute merit, in which abstentions are not allowed.

3.2 – Ranking of candidates approved in absolute merit: Candidates approved in absolute merit will be ranked based on the methodology of curricular evaluation and the way the jury works described in points 3.3 and 4.

3.3 – Curriculum assessment aspects and criteria: The evaluation of candidates focuses on the following aspects, and should emphasize curricular aspects in the area of Management, specifically in Accounting and Management Control:

- a) Scientific Merit – scientific research or technological development activities;
- b) Pedagogical Experience and Merit – teaching activity and student monitoring and guidance;
- c) Tasks of extension and economic and social valorization of knowledge – activities of university extension, scientific dissemination and economic and social valorization of knowledge;
- d) University management – management of institutions and other tasks assigned by the competent management bodies and which fall within the scope of university teaching activities.

3.3.1 – Criteria for the evaluation of the Scientific Merit strand (VMC):

- CI1 – Scientific production, measured in number and quality of scientific publications;
- CI2 – Scientific production, measured by the impact of publications on the respective scientific community;
- CI3 – Coordination and participation in scientific projects;
- CI4 – Supervision of doctoral students and researchers integrated into projects, including post-docs.

3.3.2 – Criteria for the evaluation of the Pedagogical Experience and Merit (VEMP):

- CE1 – Coordination of pedagogical projects;
- CE2 – Publications and production of other teaching materials, and teaching activities;
- CE3 – Monitoring students in extracurricular activities and master's dissertations.

3.3.3 – Criteria for the evaluation of the Tasks of extension and economic and social valorization of knowledge (VTC):

- CTC1 – Intervention and promotion of the scientific community;
- CTC2 – Economic and social enhancement of knowledge and university extension;
- CTC3 – Scientific and technical dissemination.

3.3.4 – Criteria for the evaluation of the University Management (VGU):

- GU1 – Participation in juries of academic tests and competitions;
- GU2 – Participation in the evaluation of research and teaching programmes;
- GU3 – Participation in management bodies in Universities, Faculties and R&D units;
- GU4 – Participation in positions and tasks assigned by management bodies.

4 – Working methodology of the jury:

Each member of the jury evaluates the candidates by assigning a score to each dimension, on a scale of

0 to 100 point, considering the criteria approved for each aspect.

The final result (RF) of the evaluation of each candidate by each member of the jury is calculated using the weighting formula of the various curricular aspects:

$$RF = 0.55*VMC + 0.25*VEMP + 0.05*VTC + 0.15*VGU$$

which reflects the weights associated with each aspect, shown in table 1.

Dimension	Weight	Criteria	Weight
VMC (Scientific Merit)	0,55	CI1- Scientific Production	0,60
		CI2- Impact of the scientific production	0,20
		CI3- Coordination	0,10
		CI4- Supervision	0,10
VEMP (Pedagogical Experience and Merit)	0,25	CE1- Coordination of pedagogical projects	0,20
		CE2- Publications and teaching activities	0,50
		CE3- Monitoring students	0,30
VTC (Tasks of extension and economic and social valorization of knowledge)	0,05	CTC1- Intervention and promotion of the scientific community	0,25
		CTC2- Economic and social enhancement of knowledge and university extension	0,50
		CTC3- Scientific and technical dissemination	0,25
VGU (University management)	0,15	GU1- Participation in juries of academic tests and competitions	0,20
		GU2- Participation in the evaluation of research and teaching programmes	0,30
		GU3- Participation in management bodies in Universities, Faculties and R&D units	0,30
		GU4- Participation in positions and tasks assigned by management bodies	0,20

4.1 – Jury deliberations

Any deliberation results of no.12 of Article 17 of the Regulation on Call for the Recruitment of Full, Associate and Assistant Professors of the University of Porto – Order 12913/2010, published in the Official Gazette, no. 154, of 10 August 2010, applicable under Article 83-A of the ECDU, which determined the adoption of that Order to implement the provisions of that statute, including the

procedural conduct of calls, namely the system of evaluation and final ranking.

Thus, under no.12 of Article 17 of that Regulation, the jury will decide, by nominal voting based on the adopted and disclosed selection criteria, on the approval and ranking of the candidates. An absolute majority is required for any resolution, i.e., a number of votes at least equal to half plus one of the votes of the present members, and no abstentions are not allowed.

4.2 – The ranking methodology is the following:

In the various ballots, each member of the jury must respect his or her ranking list, observing the following in the voting:

- a) the first vote is to determine the candidate placed 1st, counting the number of votes that each candidate obtained for that position;
- b) if a candidate obtains an absolute majority of the votes for 1st place, he or she shall be placed in that position and shall be removed from the ballot, the procedure to choose the candidate who will occupy 2nd place being initiated;
- c) if no candidate obtains an absolute majority of the votes for 1st place, a new ballot shall begin, only among the candidates who obtained votes for 1st place, after the withdrawal of the candidate who received the least votes for that place in the previous ballot
- d) In case there is a tie between two or more candidates in the position of least voted for, a tie-breaking vote shall be held only between them, counting the number of first positions relative to each one, and the one with the least vote shall be removed;
- e) should the tie subsist between two or more candidates in the position of least voted, but having reduced the number of candidates tied in the position of least voted, in relation to the previous voting round, a new tie-breaking vote shall be held only between the candidates tied in the position of least voted, counting the number of first relative positions of each one, and the one who received the least voted shall be removed;
- f) should the tie subsist between two or more candidates in the position of least voted, without the number of candidates tied in the position of least voted having been reduced, in relation to the previous voting round, the tie shall be broken by the President's casting vote or by the exercise of the casting vote, as the case may be, the candidate voted by the President being chosen to integrate the subsequent voting for the same position;
- g) In case there is a tie when only two or more candidates remain for the 1st place, the tie-breaker is made through the Chairperson's casting vote or by the exercise of the casting vote, as the case may be;
- h) When the candidate for 1st place is chosen, he/she shall leave the voting and the procedure for choosing the candidate to be placed in 2nd place shall begin, repeating the process referred to in the previous sub-paragraphs for the subsequent places until a single ordered list of all the candidates is obtained.

5 – Submission of applications:

5.1 – The application must be submitted exclusively on the FEP website, at the following address: https://sigarra.up.pt/fep/pt/CNT_CAND_GERAL.CONCURSOS_LIST, until the deadline.

5.2 – Instruction for applications:

The application must be accompanied by the following documents:

- a) Application form (personal data and declarations), fully completed, dated and signed, in accordance with the mandatory use form, available at:
https://sigarra.up.pt/up/pt/conteudos_geral.ver?pct_pag_id=1004282&pct_parametros=p_pagina=1004282&pct_grupo=2461#2461;
- b) Documents proving the fulfilment of the conditions set out in paragraph 2 of this public notice, namely, the doctoral certificate and the aggregation certificate, except for cases corresponding to obtaining a doctorate degree and title at the University of Porto;
- c) Curriculum Vitae, containing all relevant information for the evaluation of the application, as well as for demonstrating compliance with the criteria set out in point 3 of this public notice, organized according to the ranking criteria contained in paragraph 4 of this public notice;
- d) Works mentioned in the presented curriculum, candidates may highlight up to ten of those they consider most representative of the activity developed by them.

5.3 - The aforementioned documents must be submitted in pdf format.

6. Notification of the results and requests for a prior hearing

6.1. The Human Resources Service of the Common Resources and Services Centre of the University of Porto will notify the candidates of the administrative ranking of admission or non-admission to the call, which will be based on the fulfilment or non-fulfilment of the conditions established in the legislation in force and in paragraph 2 of this Notice.

6.2. The candidates who have not been admitted administratively, or have not been approved on absolute merit, as well as candidates who appear on the ranked list of candidates in positions that do not allow them to fill the post announced, may request a prior hearing under the terms of Articles 121 and 122 of the Code of Administrative Procedures. All candidates are notified of the final resolution approved by the Rector.

6.3. The notifications will be sent by email, pursuant to articles 112 (1) (c) and 113 (5), of the Code of Administrative Procedures (CPA).

The deadline for candidates to comment, in writing, is ten working days, counted from the first working day immediately following the date of receipt of delivery of the message sent to their electronic mailbox, in accordance with the Code of Administrative Procedure.

7– The jury is formed by:

President: Professor Doutora Maria Joana Mesquita Cruz Barbosa de Carvalho, Vice-Rector of the Universidade do Porto.

Members:

PhD Maria João Martins Ferreira Major, Full Professor, ISCTE-IUL;

PhD Ana Isabel Morais, Full Professor at ISEG, Universidade de Lisboa;

PhD Isabel Maria Estima Costa Lourenço, Full Professor, ISCTE-IUL;

PhD João Manuel de Frias Viegas Proença, Full Professor, Faculdade de Economia da Universidade do Porto;

PhD Paulo Jorge Marques de Oliveira Ribeiro Pereira, Full Professor, Faculdade de Economia da Universidade do Porto.

8 – Other provisions

The Joint Order n. 373/2000, of 31 March, issued by the Minister for Reform of Government and Public Administration and the Minister for Equality, determines that the following mention must be included in entry and access calls for applications:

«In compliance with paragraph h) of article 9 of the Portuguese Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities among men and women to access employment and in their professional progress, taking strict measures to avoid any type of discrimination.»

In this sense, the terms “candidate(s)”, “teacher(s)” and similar terms are not used in this public notice to refer to the gender of people.

Likewise, no candidate may be privileged, benefited, harmed or deprived of any right, or exempted from any duty on any grounds, in particular of lineage, age, sexual orientation, marital status, family situation, economic situation, education, origin or social status, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic or racial origin, territory of origin, language, religion, political or ideological beliefs and trade union membership

8 August 2022. — The Vice-Rector, Prof.^a Doutora Maria Joana Mesquita Cruz Barbosa de Carvalho