

FRANCESCA SANGUINETI

Assistant Professor (RTDa) - Organization Studies
Department of Economics and Management
University of Pavia, Italy
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RESEARCH INTERESTS

Cultural Dynamics in Startup-MNE Collaborations (Exploring the impact of collaborations between startups and multinational enterprises (MNEs) on organizational culture)

Venture Capital Influence on Organizational Systems (Analyzing the effects of venture capital (VC) funding on the coordination and control systems within startups)

Digital Transformation in the Healthcare Sector (Investigating the processes and outcomes of digital transformation initiatives within healthcare organizations, focusing on how digital technologies are reshaping patient care delivery, healthcare management practices, and the overall healthcare ecosystem)

CURRENT ACADEMIC POSITION

June 2023-today Assistant Professor (RTDa), Department of Economics and Management, University of Pavia
Organizational studies

FACULTY BOARD

2024-today Executive Master Program
EMMLOS Advanced - Strategic Management and Leadership in Healthcare
Department of Economics and Management
University of Pavia, Italy

2024-today Executive Master Program (Second level)
EMMLOS - Strategic Management and Leadership in Healthcare Organizations
Department of Economics and Management
University of Pavia, Italy

2024-today Master Program (First level)
Master in Business Economics and Management (MEGI)
Department of Economics and Management
University of Pavia, Italy

2023-today Master Program (First level)
Master in Business Economics and Law (MELI)
Department of Economics and Management
University of Pavia, Italy

PREVIOUS ACADEMIC POSITIONS

Sept 2022 – August 2023 Postdoctoral Research Fellow
Title of the Research Project: “The role of the Internet of Things in supporting firm’s value chains resilience”
Department of Economics and Management
University of Pavia, Italy

Sept 2021 – Aug 2022	<u>Postdoctoral Research Fellow</u> Title of the Research Project: “Industry 4.0, global value chains and sustainable management: the role of 3D printing” Department of Economics and Management University of Pavia, Italy
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EDUCATION

2017 - 2021	<u>PhD in Applied Economics and Management</u> Title: “ <i>Entrepreneurial Exit: Overview, Determinants, and Habitual Founders.</i> ” University of Pavia & University of Bergamo, Italy.
2012 – 2014	<u>Master’s Degree in International Business and Economics (cum laude)</u> Thesis title: “ <i>Does firm age really matter? A comparison between SMEs and Start-ups in Equity Investments.</i> ” University of Pavia, Italy.
2008 – 2012	<u>Bachelor’s Degree in “Economics and Corporate Management Sciences”</u> Thesis title: “ <i>Financial Advisors: a real value for investors?</i> ” University of Genoa, Italy.

VISITING

Aug 2020 – June 2021	<u>Research Fellowship</u> CIBER, J. Mack Robinson College of Business, Georgia State University, Atlanta, GA, USA
Fall 2018	<u>Visiting Scholar:</u> CIBER, Georgia State University <u>Supervisor:</u> Professor Salih Tamer Cavusgil J. Mack Robinson College of Business, Atlanta, GA, USA.

ATTENDED WORKSHOPS

May 2023	International Business Pedagogy Workshop. Georgia State University CIBER. Atlanta, GA, USA.
May 2022	8th “ENTrepreNurship Research workshop for YouNG scholars” Capri, Italy.
Sept 2020	“Online International Research Methods Workshop: How to perform high-quality business/economics research and become published in peer-reviewed journals”, organized by the Editorial Board of the Journal of Eastern European and Central Asian Research, September 22-23, 2020
28 July 2020	“Teaching International Business in a Post-Pandemic Era”, International Business Webinar hosted by GSU-CIBER
23 July 2020	“International Business Research Methodology”, International Business Webinar hosted by GSU-CIBER
17 July 2020	“Virtual Study Abroad: Exploring New Impactful International Experiences”, International Business Webinar hosted by GSU-CIBER
11 June 2020	“Using Multimedia for Interactive Synchronous Online Teaching for IB”, International Business Webinar hosted by GSU-CIBER
28 April 2020	“The Great Lockdown Recession and International Business: A Conversation with Professor Cavusgil”, International Business Webinar hosted by GSU-CIBER

June 2019	“Life after exit: an analysis of entrepreneurs’ choices after exiting their firms”, International Entrepreneurship Workshop, Academy of Internal Business (AIB) Annual Meeting, Copenhagen, Denmark, June 24-27, 2019
Feb 2019	“Leaving Growth Benefits on the Table: Control and Persistence of Private Ownership among Italian Family Firms”, Ph.D. Workshop, University of Bergamo, Italy
Nov 2018	Doctoral Consortium, Academy of International Business U.S. Southeast Chapter Conference, Nashville, TN, November 1-3, 2018
May 2018	International Business Pedagogy Workshop. Hosted by Georgia State University CIBER. Atlanta, GA, USA, May 31-June 3 rd , 2018

PUBLICATIONS

NATIONAL AND INTERNATIONAL PEER REVIEWED JOURNALS

1. **Sanguineti, F.**, & Maran, T. (2024). Navigating the clouds: Cultural influences on technology acceptance in the workplace. *Technology in Society*, 77. DOI: <https://doi.org/10.1016/j.techsoc.2024.102553>
2. Re, B., & **Sanguineti, F.** (2023). Digital technologies as enablers of circular practices: an organizational perspective. *Impresa Progetto*. 3. DOI: 10.15167/1824-3576/IPEJM2023.3.1576
3. Magnani, G., **Sanguineti, F.**, Cavusgil, S. T., Raskovic, M. M., & Jean, R.J. (2024). Developing resilience: Multinational enterprise business model transformation to mitigate major disruptions. *Journal of Business Research*. In press - <https://doi.org/10.1016/j.jbusres.2024.114549>
4. Buyukbalci, P., **Sanguineti, F.**, & Sacco, F. (2024). Rejuvenating business models via startup collaborations: Evidence from the Turkish context. *Journal of Business Research*, 174, 114521. <https://doi.org/10.1016/j.jbusres.2024.114521>
5. Zucchella, A., **Sanguineti, F.**, & Contino, F. (2023). Collaborations between MNEs and entrepreneurial ventures. A study on Open Innovability in the energy sector. *International Business Review*, 102228. <https://doi.org/10.1016/j.ibusrev.2023.102228>
6. **Sanguineti, F.**, Magnani, G., & Zucchella, A. (2023). Technology adoption, global value chains and sustainability: The case of additive manufacturing. *Journal of Cleaner Production*, 408, 137095. <https://doi.org/10.1016/j.jclepro.2023.137095>
7. **Sanguineti, F.**, & Zucchella, A., (2023). Digital Transformation and the Internationalization of Small and Medium-Sized Firms. *Piccola Impresa / Small Business*, (2). <https://doi.org/10.14596/pisb.3511>
8. **Sanguineti, F.** (2022). Entrepreneurial Exit Literature at the Individual Level of Analysis: A Bibliometric Review. *International Journal of Business and Management*, 17(9), 53-70. DOI:10.5539/ijbm.v17n9p53
9. **Sanguineti, F.**, Majocchi, A., Cavusgil, S.T. (2022), Founding entrepreneur’s dilemma: Stay or exit the firm following an acquisition? An international comparison. *International Business Review*, 31(1). ISSN 0969-5931, <https://doi.org/10.1016/j.ibusrev.2021.101904>
10. **Sanguineti, F.**, Cavusgil, S.T., Deligonul, S.Z. (2020), Cultural Resilience and the Italian Response to the Global Health Pandemic. *California Management Review Insights*, 30 Sept 2020. <https://cmr.berkeley.edu/2020/09/cultural-resilience/>

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11. Ku, S., Cavusgil, S.T., Ozkan, K., de Aguiilar Pinho, C., de Aguiilar Pinho, M.L., Poliakova, E., **Sanguinetti, F.**, Sharma, S. (2020), The Great Lockdown Recession and International Business, *Rutgers Business Review*, Vol 5 (1), 113-135; <https://ssrn.com/abstract=3660160>
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12. Napier, E., **Sanguinetti, F.** (2018), Fashion Merchandisers' Slash and Burn Dilemma: A consequence of Over Production and Excessive Waste?, *Rutgers Business Review*, Vol. 3 (2), 159-174; <https://ssrn.com/abstract=3289411>
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13. **Sanguinetti, F.** (2017), Start-Ups and SMEs investment features: Spotlight on Italian reality, *Economia Aziendale Online*, Vol 8 (3), 193-203 -Master Thesis-; <http://dx.doi.org/10.13132/2038-5498/8.3.193-203>

PIPELINE (WORKING PAPERS)

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1. "Habitual vs. One-time founders: The role of Education, Diversity, and International experience" (with A. Majocchi, C. Lechner) – submitted to *Strategic Entrepreneurship Journal* (ANVUR A) – First Revision Round
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2. "Breaking barriers: the role of digital platforms in enhancing resilience of food entrepreneurs"(with F. Khatami) – submitted to *British Food Journal* – Under Review
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3. "I (Think) I know my own strengths: Dunning-Kruger effect extended to managers" (with L. Szabó, S. Denicolai, G. Magnani). – submitted to *European Management Review*
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4. "Organizational change toward circular economy: a processual perspective." (with B. Re)
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5. "Exploring the Impact of Employee Welfare Packages on HR Performance Metrics" (with B. Re & P. Previtali)
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6. "Saviours or Spoilers: Are Multinational Corporations Enhancing or Hindering Sustainability? Evidence from Italian Subsidiaries" (with D. Petrolo & A. Majocchi)
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EDITORIAL ACTIVITY

SPECIAL ISSUE – GUEST EDITOR

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- Nov 2022 "Developing resilience: MNEs business model transformation to mitigate major disruptions", *Journal of Business Research*. With G. Magnani, T. Cavusgil, M. Raskovic, & Ruey-Jer Jean.
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REVIEWER FOR INTERNATIONAL JOURNALS

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- Since 2023 Reviewer for *International Journal of Emerging Markets*
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- Since 2023 Reviewer for *Journal of Engineering and Technology Management*
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- Since 2022 Reviewer for *IEEE Transactions on Engineering Management*
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- Since 2019 Reviewer for the *Journal of International Management*

REVIEWER FOR NATIONAL & INTERNATIONAL CONFERENCES

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- Since 2024 Reviewer for the *European Group for Organizational Studies (EGOS)* annual conference
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Since 2024	Reviewer for the <i>Academy of Innovation, Entrepreneurship, and Knowledge (ACIEK)</i> annual conference
May 2022	Reviewer for the 8th "ENTrepreEurship Research workshop for YouNG scholars", Capri, Italy, May 19-20, 2022
Since 2021	Reviewer for the <i>European Academy of Management (EURAM)</i> Annual conference
Since 2017	Reviewer for the <i>Academy of International Business (AIB)</i> Annual conferences

TEACHING

2023 - today	Leadership & Organizational Behavior (8 CFU – 60 hours) Language of instruction: English Master's degree program in Business Economics and Law (MELI) & Master's degree program in Business Economics and Management (MEGI) Department of Economics and Management University of Pavia, Italy
2023 - today	Leadership & Organization (32 hours) EMMLOS - Strategic Management and Leadership in Healthcare Organizations Executive Master Program (Second level) Department of Economics and Management University of Pavia, Italy
2022 - today	Strategic Management Master in Innovative Management of Art (Master in Gestione Innovativa dell'Arte) 2024: 32 hours 2023: 24 hours 2022: 16 hours Department of Economics and Management University of Pavia, Italy
26th March 2024	"Complementary cognition: using AI to support, not replace, PhD research endeavors" (8 hours) PhD program in Applied Economics and Management Department of Economics and Management University of Pavia, Italy
15th December 2024	"Tecniche di riprogettazione del patient journey secondo logiche etnografiche e di design thinking", ECM course on "Strategia e Leadership per guidare l'innovazione nei servizi sanitari" (1 hour) Fondazione Mondino University of Pavia, Italy
May-July 2023	"L'idea imprenditoriale" – within the UNI.verso.PV project financed by the Ministero dell'Università e della Ricerca. Centro Orientamento Universitario (8 hours) University of Pavia, Italy
27th March 2023	"The Value proposition Canvas" within the EC2U alliance (1 hour) Language of instruction: English University of Jena, Germany

9th March 2023	<p>“Design Thinking per Fondazione Mondino” (6 hours) Fondazione Mondino University of Pavia, Italy</p>
2022-2023	<p>Digital Marketing (3CFU - 22 hours) Master in International Business and Entrepreneurship Language of instruction: English Department of Economics and Management University of Pavia, Italy</p>
30th April 2022	<p>“Sfide Manageriali dell’economia circolare: esperienze dirette degli imprenditori” (4 hours) Executive Master Program - EMBA Ticinensis (EMBAT) Department of Economics and Management University of Pavia, Italy</p>
2019 - 2022	<p>Strategic Management (IB-375) Language of instruction: English 2022: 6 hours (Fall), 90 hours (Spring) 2021: 16 hours (Fall) 2020: 90 hours (Spring) 2019: 22 hours (Fall), 22 hours (Spring) IES Abroad Milan, Italy</p>

THESIS SUPERVISION

Forthcoming April 2024	<p>“The Trust Paradox: Examining the Relationship Between Public Trust and Consumers’ Perception of MNCs’ Corporate Social Advocacy,” Master in International Business and Entrepreneurship, University of Pavia, Italy</p>
February 2024	<p>“Cloud Computing Adoption: the impact of Individualism and Uncertainty Avoidance,” Master in International Business and Entrepreneurship, University of Pavia, Italy</p>
October 2023	<p>“The internationalization of Colombian small coffee producers,” Master in International Business and Entrepreneurship, University of Pavia, Italy</p>
October 2023	<p>“Global Value Chains and Digital Technologies: a focus on the adoption of IoT and its effects on GVCs,” Master in International Business and Entrepreneurship, University of Pavia, Italy</p>
July 2023	<p>“The role of cultural differences in the attitude towards Artificial intelligence,” Double Degree Thesis, HEC Liège University – University of Pavia</p>
July 2023	<p>“How to reconcile luxury and sustainability in fashion?”, Double Degree Thesis, HEC Liège University – University of Pavia</p>
July 2023	<p>“Reshoring”, Double Degree thesis, Tuebingen University- University of Pavia</p>

TUTORSHIP & TEACHING ASSISTANTSHIP

2020 - 2023	<p>Tutor: International Business and Management Department of Economics and Management University of Pavia, Italy</p>
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2019-2022 Teaching Assistant: International Business and Management
Department of Economics and Management
University of Pavia, Italy

2018-2019 Teaching Assistant: Doing Business In
Department of Economics and Management
University of Pavia, Italy

CONFERENCE PRESENTATIONS

NATIONAL & INTERNATIONAL CONFERENCES

1. "Cloud Computing adoption in Organizations: The interplay of cultural dimensions and perceived usefulness", Academy of Innovation, Entrepreneurship, and Knowledge (ACIEK), 4-6 June 2024 (Forthcoming)
 2. "Unleashing the Potential of Collaboration: How MNEs in Turkey are Revitalizing their Business Models through Partnerships with Startups", Academy of International Business (AIB) Conference, Warsaw, 6-9 July 2023
 3. "Founding Frequency: Exploring the Factors that Influence Habitual and One-time Entrepreneurs", European Academy of Management (EURAM) Conference, Dublin, 14- 16 June 2023
 4. "Technology adoption, Global Value Chains and Sustainability: The case of Additive Manufacturing", Academy of International Business (AIB) Conference, Miami 6-9 July 2022
 5. "Habitual Founders: Who?", European Academy of Management (EURAM) Conference, Online, 16-18 June 2021
 6. "Entrepreneurial choices determinants after firms' acquisition: do they stay, or do they go?", European Academy of Management Conference (EURAM), Online, 4-6 December 2020
 7. "Life after exit: The determinants of founding entrepreneurs' choices after their firms have been acquired", Academy of International Business (AIB) Annual Meeting, Online, July 2020
 8. "Peculiar aspects of Family Business in Italy: Do business owners trade off growth for family ownership?", Academy of International Business (UK & Ireland Chapter) Annual Conference, Brighton, UK, April 25-27, 2019
 9. "Similar or dissimilar? Food consumer segmentations across five European countries.", 45th Academy of International Business (UK & Ireland Chapter) Annual Conference, Birmingham, UK, April 12-14, 2018
 10. "Similar or dissimilar? Food consumer segmentations across five European countries.", 45th Academy of International Business (UK & Ireland Chapter) Annual Conference, Birmingham, UK, April 12-14, 2018
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CONFERENCE ROLES

- October 2024** Track Committee Member – Digital transformation for sustainable development - ItaIS 2024
- Since 2023** ENTeam Project member – Entrepreneurship SIG EURAM conference
- Oct 2021** Co-organizer of the 3rd EURAM SIG Entrepreneurship Paper Development Workshop - International Review of Entrepreneurship, Special Issue on "Decide to digitalize! Barriers, drivers and the entrepreneurial cognition perspective"

June 2021	Co-organizer of the 1 st EURAM SIG Entrepreneurship Paper Development Workshop - Journal of Small Business and Management, Special Issue on “Entrepreneurial Processes”
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GUEST SPEAKER

May 2024	International Business Pedagogy Workshop. Hosted by Georgia State University CIBER. Atlanta, GA, USA, May 29- 31, 2024 – Invited Speaker
July 2022	“Global Value Chains and sustainability – the role of 3D printing technology”, with G. Magnani, GSU CIBER, Atlanta, USA
Oct 2021	“Habitual vs. One-time founders: The role of international experience and Diversity”, with A. Majocchi, LUISS Guido Carli, Rome, Italy
Aug 2020	“Does Cultural Resilience matter in overcoming major disruptions? The Italian Experience with the Global Health Pandemic” as part of the IB Webinar Series hosted by GSU-CIBER and sponsored by the CIBER MSI Consortium. Co-panelist: Giovanna Magnani and Seyda Deligonul (webinar). Video available at https://www.youtube.com/watch?v=e5ej9vPpwM&feature=emb_logo
June 2020	“Family Business Navigating Global Crisis” as part of the IB Webinar Series hosted by GSU-CIBER and sponsored by the CIBER MSI Consortium. Co-panelist: Qian Gu and Attila Yaprak (webinar). Video available at https://www.youtube.com/watch?v=nEKKtRpyYbY&feature=emb_logo

WORKSHOPS ORGANIZATION

May 2023	Co-organizer of the 10th “ENTrepreEurship Research workshop for YouNG scholars”, 30-31 May 2024, Pavia, Italy
Nov 2022	Co-organizer of the workshop for the launch of the “ReValue Chain Observatory” within the ITIR center of the University of Pavia, Italy
Oct 2021	Co-organizer of the 3 rd EURAM SIG Entrepreneurship Paper Development Workshop - International Review of Entrepreneurship, Special Issue on “Decide to digitalize! Barriers, drivers and the entrepreneurial cognition perspective”
Oct 2021	HERMES PhD Workshop, “Let the data speak to you: Empirical results in Economics and Management research.” Member of the organizing committee.
June 2021	Co-organizer of the 1 st EURAM SIG Entrepreneurship Paper Development Workshop - Journal of Small Business and Management, Special Issue on “Entrepreneurial Processes”

PARTICIPATION TO PROJECTS & RESEARCH GROUPS

Since 2023	Researcher & Manager within the “ReValue Chains Lab” – ITIR center, University of Pavia
Since 2022	Researcher within the "GRIS - Growing Resilient Italian SMEs" project within the PRIN 2022 program European Union - Next Generation EU and the Italian Minister of University and Research (MUR)
2022 - May 2023	Researcher within the “I.E.S.MAN. - Internet of Enterprise Sustainable MANufacturing - Sviluppo di un modello di Internet of Enterprise per la fabbricazione sostenibile per inchiostrici, smalti e piastrelle ceramiche”, OR 1.8; financed by MISE - National
2022 - 2023	“ReValue Chains Observatory” – Member of the organizing committee – funded by Brovind SpA.
2022 - 2023	Lab partner of the “Osservatorio Imprese Estere” – Confindustria and LUISS University

2017 - 2018 Researcher within the “PrimeFish - Developing Innovative Market Orientated Prediction Toolbox to Strengthen the Economic Sustainability and Competitiveness of European Seafood on Local and Global markets”, WP 4 & WP 7, HORIZON 2020 – International

PRIZES & AWARDS

2023	<u>Best Reviewer Award</u> at the European Academy of Management (EURAM) 2023 Conference
2022	<u>Best Proposal award</u> at the Fourth Digital Transformation Conference at LUMSA University, for the proposal titled “Digital transformation in manufacturing: 3D printing and the sustainable management of Global Value Chains” (with G. Magnani, A. Zucchella).
2021	<u>Best Reviewer Award</u> at the European Academy of Management (EURAM) 2021 Conference
2021	<u>Best Paper Award 2021</u> at the “European Journal of Social Impact and Circular Economy” Virtual Workshop for the paper: “Digital Technologies as enablers of firms’ circularity: An exploratory study on Born Circular SMEs” (with B. Re).
2019	Giovanni Manera’s Prize, Best <i>Applied Economics and Management</i> PhD Student (Value: €5,000) University of Pavia, Italy
2017 - 2020	PhD Scholarship - Awarded by: University of Bergamo, Bergamo, Italy

MEMBERSHIPS

Since 2024	Member of the <i>Academy of Innovation, Entrepreneurship, and Knowledge (ACIEK)</i>
Since 2023	Member of the <i>Associazione Italiana Organizzazione Aziendale (ASSIOA)</i>
Since 2023	Member of the <i>European Group for Organizational Studies (EGOS)</i>
Since 2021	Member of the <i>European Academy of Management (EURAM)</i>
Since 2017	Member of the <i>Academy of International Business (AIB)</i>

THIRD MISSION

PROFESSIONAL EXPERIENCES CHARACTERIZED BY RESEARCH ACTIVITIES

April 2024	Forum Innovazione – <u>Executive Master Program</u> EMMLOS Advanced - Strategic Management and Leadership in Healthcare Department of Economics and Management University of Pavia, Italy
September 2023 – August 2024	“Efficientamento processi back e front office e patient journey” a project with Fondazione Mondino. Expected output: Report and academic book on process efficiency in healthcare organizations.
March 2023 – December 2023	Forum Sanità Lombarda Futura – ECOLE Enti Confindustriali Lombardi per l’education Output: Chapter 6 - “Ricerca & Sviluppo” in “Come sta cambiando la sanità lombarda? Spunti e proposte operative di sistema”, 2024 Edizioni Angelo Guerini e Associati srl (December, 2023). Available at: https://forumsanitafutura.it/wp-content/uploads/2023/12/GueriniEAssociati_ComeStaCambiandoLaSanit_20231214172340-1.pdf
2022	“Logistica e trasporti: Uno sguardo al futuro” – report presented by ISPI at the 7th International Forum Conftrasporto Confcommercio-Imprese per l'Italia (October 2022).
September 2022	“La rinascita della meccanica USA” with A. Noris, ISPI online (September 2022).

July 2022

“Arriva l’ora del Greenshoring?” with A. Noris, ISPI online (July 2022).

LANGUAGES

Level & Certifications

ENGLISH IELTS score: 7.5 (16.06.2007)

FRENCH DELF B1 score: 85/100 (26.04.2006)

SPANISH B1 level

COMPUTER SKILLS

Level

• **Microsoft Office** Professional Level

• **STATA** Fair Level

• **NVivo** Basic Level

• **Python** Basic Level

• **R** Basic Level

I hereby authorize the use of my personal data in accordance with the GDPR 679/16 –
“European regulation on the protection of personal data”