

1. General characterization of the study programme

1.1. Higher Education Institutions

Universidade Nova De Lisboa

1.1.a. Other Higher Education Institutions (in association) (article 41 and following of Decree-Law no. 74/2006, of March 24, as amended by Decree-Law no. 65/2018, of August 16 and added by Decree-Law no. 27/2021, of April 16).

[no answer]

1.1.b. Other Higher Education Institutions (foreign, in association) (article 41 and following articles of Decree-Law no. 74/2006, of March 24, as amended by Decree-Law no. 65/2018, of August 16 and added by Decree-Law no. 27/2021, of April 16).

[no answer]

1.1.c. Other Institutions (in cooperation) (article 41 and following of Decree-Law no. 74/2006, of March 24, in the wording given by Decree-Law no. 65/2018, of August 16 and added by Decree-Law no. 27/2021, of April 16). See article 6 of Decree-Law no. 133/2019, of September 3, when applicable).

[no answer]

1.2. Organic Units

Faculdade De Economia (UNL)

1.2.a. Identification of the organic unit(s) of the partner entity(ies) (college, school, institute, etc.)

[no answer]

1.3. Study programme (PT):

Gestão

1.3. Study programme (EN):

Management

1.4. Degree (PT):

Doutor

1.4. Degree (EN):

PhD

1.5. Publication of the study plan in Diário da República

[R A-CR 13 2017 AL02 Doutoramento em Gestão.pdf](#) | PDF | 109.2 Kb

1.6. Main scientific area of the study programme. (PT)

Gestão

1.6. Main scientific area of the study programme. (EN)

Management

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Operating SC**1.7.1. CNAEF classification - first core area**

[no answer]

1.7.2. CNAEF classification - second fundamental area, if applicable

[no answer]

1.7.3. CNAEF classification - third core area, if applicable**1.8. Number of ECTS credits necessary to obtain the degree**

240.0

1.9. Duration of the study programme

4 years

1.10.1. Current maximum number of admissions.

15

1.10.2. Maximum number of admissions proposed (when different from the current number) and justification.

[no answer]

1.11. Specific enrolment requirements. (PT)

O programa de doutoramento em Gestão da Nova SBE têm uma única fase de candidatura de novembro a janeiro. Para serem elegíveis, os candidatos devem possuir um grau de mestrado numa área relacionada (Economia, Gestão, Estatística, Psicologia ou outras áreas afins) e demonstrar proficiência em inglês. O processo de candidatura requer o preenchimento de um formulário online e a submissão dos seguintes documentos: CV; histórico académico da licenciatura e do mestrado, incluindo uma lista detalhada das disciplinas e respetivas classificações; duas cartas de recomendação (enviadas diretamente pelos referees); uma carta de motivação que descreva as áreas de interesse do candidato e potenciais supervisores; e os resultados do GRE ou GMAT.

1.11. Specific enrolment requirements. (EN)

The Ph.D. programs at Nova SBE have a single intake in the fall semester (November to January). To be eligible, candidates must hold a master's degree in a related field (Economics, Management, Statistics, Psychology, or other related fields) and have proficiency in English. The application process requires candidates to complete an online form and submit the following documents: CV; transcript of records for both bachelor and graduate degrees, including a comprehensive list of courses and grades, Two letters of recommendation (sent directly by the referees), statement of purpose outlining the candidate's areas of interest and potential supervisors; and GRE or GMAT scores.

1.12. Instructional modality

Face-to-face (Decree-Law no. 65/2018, from August 16th) [Distance Learning (EaD) (Decree-Law no. 133/2019, from September 3)

1.12.1. Working-time regime, if face-to-face

Daytime [After business hours [Other

1.12.1.a. If other, specify (PT)

[no answer]

1.12.1.1. If other, specify. (EN)

[no answer]

1.13. Location where the study programme will be offered (if face-to-face). (PT)

Campus de Carcavelos, Rua da Holanda, 1 2775-405 Carcavelos – Portugal

1.13. Location where the study programme will be offered (if face-to-face). (EN)

Campus de Carcavelos, Rua da Holanda, 1 2775-405 Carcavelos – Portugal

1.14. Regulation for crediting academic education and professional experience, published in ?Diário da República?

[Regulamento de Creditação de Conhecimentos Académicos e Profissionais \(7\).pdf](#) | PDF | 828.9 Kb

1.15. Type of degree or diploma conferred

[no answer]

1.16. Observations. (PT)

Este programa (inserido no Campo Domínio científico e tecnológico (FOS) 5.2.) promove a excelência em investigação e ensino na área da Gestão, com os seguintes destaques desde a última avaliação:

- *Aumento significativo do corpo docente: Em 2018/19, a Nova SBE contava com 29 professores de carreira, número que subiu para 48 em 2023/24, representando um aumento de 65%.*
- *Sistema de Cátedras em colaboração com entidades externas: Este sistema melhora as condições para académicos, destacando-se as seguintes cátedras: Era Chair in Social Innovation, Novo Banco Chair in Entrepreneurship & Technology, Fundação Amélia de Melo Chair in Leadership, Fundação Calouste Gulbenkian Chair in Impact Economy e Haddad Chair in Entrepreneurship.*
- *Knowledge Centers: Estes centros fomentam a investigação aplicada e fundamental, oferecem programas académicos e executivos, e promovem a colaboração entre academia, sociedade civil, empresas e decisores políticos. Na área da Gestão, destacam-se os centros de Data Science Knowledge Center, Health Economics & Management Knowledge Center, Leadership for Impact Knowledge Center e Open & User Innovation Knowledge Center.*

Esta abordagem garante que a Nova SBE continue a ser uma referência em educação e investigação na área da Gestão, produzindo publicações de excelência, mantendo-se bem posicionada em avaliações internacionais e promovendo um ambiente académico colaborativo e inovador. Estes esforços resultaram em:

- *Mais de 20 publicações anuais em revistas científicas de topo (ABS 4, 4, e FT50), refletindo o compromisso da escola com investigação de alta qualidade. As áreas de pesquisa incluem liderança, gestão de recursos humanos, negócios internacionais, fusões e aquisições, empreendedorismo, marketing e inovação. Investigadores da Nova SBE têm publicado em revistas de renome, como Management Science, Organization Science, Journal of Marketing Research, Strategic Management Journal, Human Relations, Journal of Business Ethics, Journal of Organizational Behavior e The Leadership Quarterly.*
- *Ranking Financial Times 2024: A Nova SBE foi reconhecida como a melhor escola de gestão em Portugal, ocupando a 21.ª posição entre as melhores escolas da Europa, subindo seis lugares em relação a 2022.*
- *Tripla Acreditação: A Nova SBE possui as acreditações EQUIS, AACSB e AMBA, que atestam a sua conformidade com rigorosos padrões internacionais de qualidade.*
- *Avaliações da FCT: Em todas as avaliações conduzidas pelos painéis da FCT, a Unidade de Investigação da Nova SBE foi classificada como "Excelente".*

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1.16. Observations. (EN)

This program promotes excellence in research and teaching in Management, with the following highlights since the last evaluation:

*-Significant increase in faculty: In 2018/19, SBE had 29 career professors in Management, rising to 48 in 2023/24, a 65% increase.
-A system of Chairs in collaboration with external entities, enhancing conditions for scholars. Key Chairs include Era Chair in Social Innovation, Novo Banco Chair in Entrepreneurship & Technology, Fundação Amélia de Melo Chair in Leadership, Fundação Calouste Gulbenkian Chair in Impact Economy, Haddad Chair in Entrepreneurship.*

-Knowledge Centers that foster both applied and fundamental research, offer academic and executive programs, and promote collaboration among academia, civil society, businesses, and policymakers. In Management, notable centers include the Data Science Knowledge Center, Health Economics & Management Knowledge Center, Leadership for Impact Knowledge Center, and Open & User Innovation Knowledge Center.

This approach ensures that Nova SBE continues to be a leader in Management education and research, producing top-tier publications, ranking highly in international evaluations, and maintaining a collaborative, innovative academic environment. This has resulted in:

-Over 20 annual publications in top-tier journals (ABS 4, 4, and FT50), reflecting the school's commitment to high-quality research. Research areas include leadership, human resources management, international business, mergers and acquisitions, entrepreneurship, marketing, and innovation. Nova SBE researchers have published in prestigious journals such as Management Science, Organization Science, Journal of Marketing Research, Strategic Management Journal, Human Relations, Journal of Business Ethics, Journal of Organizational Behavior, and The Leadership Quarterly.*

-Ranking Financial Times 2024: Nova SBE is recognized as the best management school in Portugal, ranking 18th among Europe's top schools, improving six positions from 2022.

-Triple Crown accreditation: Nova SBE holds the prestigious EQUIS, AACSB, and AMBA accreditations, marking its compliance with rigorous international quality standards.

-FCT evaluations: In every evaluation conducted by FCT panels, Nova SBE's Research Unit has been rated 'Excellent.'

2. Accreditation decision in the previous assessment.

2.1. A3ES reference for the previous assessment procedure.

PERA/2223/1600009

2.2. Date of the decision.

19/04/2023

2.3. Decision of the Management Board.

Acreditar | Accredited

2.4. Accreditation period.

2 anos | 2 years

2.5. Starting date:

31/07/2023

3. Summary of improvement measures

3. Summary of improvement measures and changes to the study programme since the previous assessment. (PT)

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A decisão do Conselho de Administração da A3ES no âmbito do PERA 2022 foi de acreditar o programa sem condições. Desde então, em julho de 2024, foi aprovado um novo plano de estudos para o Doutorado em Gestão, que será implementado no ano letivo de 2025-2026. As melhorias propostas foram motivadas por sugestões da A3ES, bem como pelo feedback de representantes dos estudantes de doutoramento, orientadores e docentes durante discussões com o Diretor Académico e sessões participativas no âmbito do plano estratégico da Nova SBE.

Este plano visa melhorar a adequação do programa às necessidades dos estudantes, abordando fragilidades na estrutura anterior, onde todos os estudantes eram obrigados a frequentar as mesmas disciplinas, independentemente da sua área de especialização. Esta abordagem limitava o desenvolvimento de competências especializadas para perfis distintos de estudantes—como aqueles focados em métodos quantitativos e os orientados para gestão e organizações que apresentam necessidades diferenciadas.

Os principais objetivos do novo currículo incluem:

- Aumentar o número de disciplinas relevantes para as várias áreas de especialização em gestão, como Gestão e Organizações, Estratégia, Marketing, Operações e Gestão de Tecnologia e Inovação.
- Reforçar a oferta de disciplinas quantitativas.

O novo plano de estudos foi estruturado para garantir flexibilidade, permitindo ao programa oferecer disciplinas mais alinhadas com a área de especialização de cada estudante. Incluirá componentes comuns para todos os estudantes de gestão, como disciplinas obrigatórias em Gestão, Escrita Académica, defesa da proposta de tese, seminários de investigação e a tese. Adicionalmente, os estudantes terão a oportunidade de selecionar disciplinas em economia, gestão e métodos quantitativos, dentro de limites de créditos especificados. Os ECTS exigidos por área científica serão os seguintes:

- Gestão: 193,5-219,5 ECTS
- Disciplinas Quantitativas: 7-17,5 ECTS
- Disciplinas de Economia: 0-14 ECTS
- Opções Livres: 14 ECTS

Por exemplo, um estudante focado em Gestão e Organizações poderia selecionar 0 ECTS em Economia, 49 ECTS em disciplinas de Gestão, 7 ECTS em disciplinas Quantitativas e 14 ECTS em Opções Livres. Por outro lado, um estudante orientado para áreas quantitativas, como Operações e Gestão de Tecnologia, poderia optar por 14 ECTS em Economia, 24,5 ECTS em Gestão, 17,5 ECTS em disciplinas Quantitativas e 14 ECTS em Opções Livres. Ambos os estudantes podem ainda selecionar outras disciplinas como "Opções Livres," aumentando os ECTS em áreas relevantes para a sua especialização.

No geral, o programa de Doutorado em Gestão está agora melhor preparado para oferecer uma experiência educativa personalizada, que responde às diversas necessidades dos estudantes, promovendo o seu sucesso e preparando-os para futuras carreiras académicas e profissionais.

3. Summary of improvement measures and changes to the study programme since the previous assessment. (EN)

The decision of the A3ES Board of Directors in the 2022 PERA was to accredit the program without conditions. Since then, in July 2024, a new study plan for the PhD program in Management was approved, set to be implemented in the 2025-2026 academic year. The proposed improvements were motivated by suggestions from A3ES, as well as feedback from PhD student representatives, advisors, and faculty during discussions with the Academic Director and participatory sessions for Nova SBE's strategic plan. This plan aims to enhance the program's alignment with students' needs by addressing shortcomings in the previous structure, which required all students to take the same courses regardless of their area of specialization. This approach did not allow to fully support the development of specialized skills for students with different profiles such as students focused on quantitative methods and those oriented toward management and organizations who have distinct needs.

The primary goals of the new curriculum include:

-Increasing the number of courses relevant to various areas of specialization in management, such as Management and Organizations, Strategy, Marketing, Operations, and Technology and Innovation Management.

-Enhancing the offering of quantitative courses.

The revised study plan was designed to ensure flexibility, allowing the program to offer courses that best suit each student's area of specialization. It will include common components for all management students, such as mandatory courses in Management, Academic Writing, dissertation proposal defense, research seminars, and the thesis. Additionally, students will have the opportunity to select courses in economics, management, and quantitative methods according to their specialization, within specified credit limits. The required ECTS credits per scientific area will be as follows:

-Management: 193.5-219.5 ECTS

-Quantitative Courses: 7-17.5 ECTS

-Economics Courses: 0-14 ECTS

-Free Option: 14 ECTS

With this structure, students can choose courses from economics, management, and quantitative disciplines based on their specialization. For example, a student focused on Management and Organizations could select 0 ECTS in Economics, 49 ECTS in Management Courses, 7 ECTS in Quantitative Courses, and 14 ECTS in Free Options. Conversely, a quantitative-oriented student in Operations and Technology Management might choose 14 ECTS in Economics, 24.5 ECTS in Management Courses, 17.5 ECTS in Quantitative Courses, and 14 ECTS in Free Options. Both students can also select any other course as a "Free Option," effectively increasing their ECTS in areas relevant to their specialization.

Overall, the PhD program in Management is now better positioned to offer a tailored educational experience that meets the diverse needs of its students, promoting their success and preparing them for future academic and professional endeavors.

4. Curricular structure and study plan.**4.1. Curriculum structure****4.1 Do the curricular structure and syllabus in force correspond to those published in the Diário da República (point 1.5)?**

Yes No

4.2. Will changes be made to the curriculum?

Yes No

4.2.1. Summary of the proposed changes duly justified. (PT)

[no answer]

4.2.1. Summary of the proposed changes duly justified. (EN)

[no answer]

4.6. Curriculum restructure observations

4.6. Observations. (PT)

A SBE alinha o seu programa de doutoramento em Gestão com as melhores práticas internacionais, inspirando-se em instituições como a INSEAD, London Business School, Erasmus Rotterdam e Harvard. Este alinhamento assegura padrões académicos globais, preparando os estudantes para carreiras na academia e na indústria. Destaques principais incluem:

- *Integração de Melhores Práticas:* O programa adota metodologias de ensino de escolas de negócios de topo, equilibrando as cargas letivas do corpo docente e priorizando o acompanhamento personalizado dos estudantes. Parcerias estratégicas com a indústria e outras instituições académicas ampliam as oportunidades de investigação.

- *Foco em Publicações Precoce:* Os estudantes de doutoramento são incentivados a publicar em revistas científicas de prestígio, como as classificadas com 4 pela Association of Business Schools (ABS) e incluídas na lista Financial Times 50 (FT50). Este foco fortalece o perfil académico dos estudantes e reforça a reputação do programa.

- *Promoção do Debate Científico e Internacionalização:*

1. *Experiência Internacional:* Os estudantes são encorajados a realizar um semestre no estrangeiro, em instituições de ensino superior ou centros de investigação, ampliando as suas redes académicas.

2. *Participação em Conferências:* Apresentações em conferências internacionais aumentam a visibilidade da investigação e promovem conexões globais.

3. *Corpo Docente Internacional:* O corpo docente inclui académicos com um histórico comprovado de publicações em revistas de topo, enriquecendo a qualidade académica do programa.

4. *Seminários Internacionais:* Seminários regulares permitem aos estudantes apresentar e discutir a sua investigação. Há também apoio financeiro para a participação em conferências.

- *Oportunidades de Investigação:* Os estudantes de doutoramento têm acesso a posições de assistente a tempo parcial, alinhadas às suas áreas de investigação, proporcionando experiência prática no ensino e na investigação, enquanto fomentam uma comunidade académica colaborativa.

Dois pilares fundamentais sustentam o sucesso do programa:

- *Foco nas Políticas Públicas e Relevância da Investigação:* O programa prioriza uma investigação com impacto, avaliando cada proposta de doutoramento pela sua contribuição científica (publicações revistas por pares) e relevância social (cobertura mediática, recomendações políticas e participação em eventos).

- *Diversidade e Envolvimento Intelectual:* O programa promove a diversidade, combinando estudantes e professores de diferentes origens científicas. Os cursos principais e os seminários com investigadores internacionais proporcionam aprendizagem interdisciplinar, networking académico e participação ativa na comunidade científica.

4.6. Observations. (EN)

The alignment of our PhD program in Management with international best practices is inspired by institutions like INSEAD, London Business School, Erasmus Rotterdam, and Harvard. This ensures our program meets global academic standards, preparing students for careers in academia and industry. Key aspects include:

- *Integration of Best Practices:* Our program incorporates practices from leading business schools, optimizing teaching loads for faculty while ensuring personalized attention for students. We leverage strategic partnerships with industry and academic institutions to enhance research opportunities.

- *Early Publication Encouragement:* PhD students are encouraged to publish in high-quality journals ranked 4* by the Association of Business Schools (ABS) and included in the Financial Times 50 (FT50) list. This focus on publication contributes to their academic profiles and elevates the program's reputation.

- *Open Scientific Debate:* We foster a spirit of debate where diverse perspectives are discussed. Our internationalization strategy supports this by bringing together students from various cultures and scientific backgrounds: 1) *International Experience:* Students are encouraged complete a semester at a higher education institution or research center outside Portugal, gaining insights and expanding networks; 2) *Conference Presentations:* We encourage students to present their research at international conferences to increase visibility; 3) *International Faculty:* Our faculty includes scholars with strong publication records in top management journals, enriching the learning environment; 4) *Peer Engagement Seminars:* Regular seminars allow students to present research and stimulate discussion. We also provide funding for conference participation.

- *Research and Assistantship Opportunities:* The school offers doctoral students part-time assistant positions aligned with their research interests, providing valuable hands-on teaching and research experience and fostering a collaborative community.

Two critical aspects contribute to the program's success:

- *Policy-Making Focus:* The school's commitment to influencing policy-making and advancing management practices drives the program. Every PhD proposal is analyzed for scientific advancement (peer-reviewed publications) and relevance to the community (media visibility, event invitations).

- *Diversity and Intellectual Stimulation:* The diversity within the PhD in Management program and the varied scientific backgrounds of our faculty create an intellectually stimulating environment. Core courses and seminars with international researchers facilitate cross-disciplinary learning, research networking, and active engagement in the research community.

5. Teaching staff**5.1. List of Teachers responsible for coordinating the implementation of the study cycle**

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• Irene Consiglio

5.2. Study programme's teaching staff

Name	Category	Degree	Link	Specialist	Employment regime	Information
Aman Asija	Professor Auxiliar ou equivalente	PhD Quantitative Methods Applied To Economics And Management	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Anne-Laure Fayard	Professor Catedrático ou equivalente	PhD Social Sciences - Cognitive Science	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Benoit Decreton	Professor Auxiliar ou equivalente	PhD Management - Marketing Studies And Marketing Strategy	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Catherine da Silveira	Professor Associado ou equivalente	PhD Management - Marketing Studies And Marketing Strategy	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Emanuel Gomes	Professor Catedrático ou equivalente	PhD Management - Strategic Management	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Filipa Castanheira	Professor Catedrático ou equivalente	PhD Social Sciences - Psychology	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Graham Miller	Professor Catedrático ou equivalente	PhD Management - Management	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Irene Consiglio	Professor Associado ou equivalente	PhD Management - Marketing	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
João Castro	Professor Associado ou equivalente	PhD Technologies - Engineering Systems	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted OrcID

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Name	Category	Degree	Link	Specialist	Employment regime	Information
Leid Zejnilovic	Professor Auxiliar ou equivalente	PhD Management - Technological Change and Entrepreneurship	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Luis Martinez	Professor Associado ou equivalente	PhD Management - Organizational Behavior	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Michael Kummer	Professor Associado ou equivalente	PhD Economics - Economics	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Miguel Pina e Cunha	Professor Catedrático ou equivalente	PhD Management - Marketing	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Paolo Leone	Professor Auxiliar ou equivalente	PhD Management - Management	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Pedro Neves	Professor Catedrático ou equivalente	PhD Social Sciences - Social and Organizational Psychology	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Qiwei Han	Professor Auxiliar convidado ou equivalente	PhD Technologies - Engineering And Public Policy	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Rodrigo Belo	Professor Catedrático ou equivalente	PhD Technologies - Engineering And Public Policy	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Samantha Su-Hsien Sim	Professor Auxiliar ou equivalente	PhD Management - Business Administration	Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018		100	Submitted CienciaVitae OrcID
Mark Heitmann	Professor Catedrático convidado ou equivalente	PhD Management - Decision and Consumption Satisfaction	Other link		20	Submitted CienciaVitae
Sérgio Moreira	Professor Auxiliar convidado ou equivalente	PhD Social Sciences - Psychology	Other link		38	Submitted CienciaVitae OrcID
					Total: 1858	

5.2.1. Teacher's curricular file

5.2.1.1. Personal Data - Aman Asija

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Auxiliar ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Métodos Quantitativos Aplicados à Economia e Gestão

Scientific field of this degree (EN)

Quantitative Methods Applied To Economics And Management

Year in which this degree was obtained

2021

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

5719-44AF-5BB5

Orcid

0000-0003-1924-4884

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

Submission of application | Evaluation/Accreditation of
Operating SC

5.2.1.2. Affiliation Research Units - Aman Asija

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Aman Asija

Year	Degree or Title	Scientific Area	Institution	Classification
2013				

5.2.1.4. Pedagogical education - Aman Asija

5.2.1.5. Distribution of teaching service - Aman Asija

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Advanced Strategy	MG; MGI	46.0		36.0					10.0	
Mental Models for Strategy	MG	23.0		18.0					5.0	
Work Project	MG	56.0		36.0					20.0	
Work Project	MEII	56.0		36.0					20.0	
Hot Topics in Quantitative Methods	PhD_G	48.0		36.0					12.0	
Thesis	PhD_G	20.0							20.0	

5.2.1.1. Personal Data - Anne-Laure Fayard

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Catedrático ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Ciências Sociais - Ciência Cognitiva

Scientific field of this degree (EN)

Social Sciences - Cognitive Science

Year in which this degree was obtained

1998

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

4A1F-84CB-DCB8

Orcid

0000-0001-5274-3760

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Anne-Laure Fayard

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Anne-Laure Fayard

Year	Degree or Title	Scientific Area	Institution	Classification
1991				

5.2.1.4. Pedagogical education - Anne-Laure Fayard

5.2.1.5. Distribution of teaching service - Anne-Laure Fayard

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Work Project	MG	56.0		36.0					20.0	
Becoming a Change Maker	MEII	23.0		18.0					5.0	
Design Thinking for Social Innovation	MEII	46.0		36.0					10.0	
Qualitative Methods	PhD_G	36.0		36.0						
Thesis	PhD_G	20.0							20.0	

5.2.1.1. Personal Data - Benoit Decreton

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Auxiliar ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Estudos e Estratégia de Marketing

Scientific field of this degree (EN)

Management - Marketing Studies And Marketing Strategy

Year in which this degree was obtained

2020

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

BD10-7BA5-6C98

Orcid

0000-0002-0753-7877

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Benoit Decreton

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Benoit Decreton

Year	Degree or Title	Scientific Area	Institution	Classification
2014				

5.2.1.4. Pedagogical education - Benoit Decreton

5.2.1.5. Distribution of teaching service - Benoit Decreton

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Work Project	MG/MGI	56.0		36.0					20.0	
Work Project	MF/MGI	56.0		36.0					20.0	
Thesis	PhD_G	20.0							20.0	

5.2.1.1. Personal Data - Catherine da Silveira

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Associado ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Estudos e Estratégia de Marketing

Scientific field of this degree (EN)

Management - Marketing Studies And Marketing Strategy

Year in which this degree was obtained

2016

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

A218-BA6E-9800

Orcid

0000-0002-6471-5887

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Catherine da Silveira

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Catherine da Silveira

Year	Degree or Title	Scientific Area	Institution	Classification
1986				
1985				

5.2.1.4. Pedagogical education - Catherine da Silveira

5.2.1.5. Distribution of teaching service - Catherine da Silveira

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Luxury and Fashion Marketing	MG	46.0		36.0					10.0	
Work Project	MG/MGI	56.0		36.0					20.0	
Thesis	PhD_G	20.0							20.0	

5.2.1.1. Personal Data - Emanuel Gomes

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Catedrático ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Gestão Estratégica

Scientific field of this degree (EN)

Management - Strategic Management

Year in which this degree was obtained

2006

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

F411-2999-E907

Orcid

0000-0001-5320-7767

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Emanuel Gomes

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Emanuel Gomes

Year	Degree or Title	Scientific Area	Institution	Classification
2011				

5.2.1.4. Pedagogical education - Emanuel Gomes

5.2.1.5. Distribution of teaching service - Emanuel Gomes

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
International Business	MG; MGI	23.0		18.0					5.0	
Work Project	MG	56.0		36.0					20.0	
Thesis	PhD_G	20.0							20.0	
Growth Strategy and Business Model Innovation	ML-E	16.0		16.0						
Strategy and Business Model Innovation	MG-EA	20.0		20.0						
Corporate Strategy	MME-E	20.0		20.0						
Strategy	MME-E	20.0		20.0						

5.2.1.1. Personal Data - Filipa Castanheira

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Catedrático ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Ciências Sociais - Psicologia

Scientific field of this degree (EN)

Social Sciences - Psychology

Year in which this degree was obtained

2009

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

C216-7D65-ED7C

Orcid

0000-0002-5163-7349

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Filipa Castanheira

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Filipa Castanheira

Year	Degree or Title	Scientific Area	Institution	Classification
2018				
2001				

5.2.1.4. Pedagogical education - Filipa Castanheira

5.2.1.5. Distribution of teaching service - Filipa Castanheira

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Leadership and Change Management	MG; MGI	23.0		18.0					5.0	
Work Project	MG	56.0		36.0					20.0	
Work Project	MEII	56.0		36.0					20.0	
Exemplary Research	PhD_G	24.0		18.0					6.0	
Social Behavior	PhD_G	24.0		18.0					6.0	
New ways of working: Culture & Organizational Design	MG-EA	19.0		16.0					3.0	
Change, Stress and Conflict Management	ML-E	20.0		20.0						
From Fundamentals to Strategy Leadership	ML-E	20.0		20.0						
Team Management, Alignment and Culture	ML-E	20.0		20.0						

5.2.1.1. Personal Data - Graham Miller

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Catedrático ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Gestão

Scientific field of this degree (EN)

Management - Management

Year in which this degree was obtained

2001

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

8F1D-FEB1-11A0

Orcid

0000-0001-5791-4768

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Graham Miller

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Graham Miller

Year	Degree or Title	Scientific Area	Institution	Classification
1997				

5.2.1.4. Pedagogical education - Graham Miller

5.2.1.5. Distribution of teaching service - Graham Miller

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Regenerative Business	MG	23.0		18.0					5.0	
Sustainable Tourism	MG	23.0		18.0					5.0	
Work Project	MEII	56.0		36.0					20.0	
Thesis	PhD_G	20.0							20.0	

Submission of application | Evaluation/Accreditation of
Operating SC

5.2.1.1. Personal Data - Irene Consiglio

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Associado ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Marketing

Scientific field of this degree (EN)

Management - Marketing

Year in which this degree was obtained

2015

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

951E-12C7-4929

Orcid

0000-0002-8060-4191

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Irene Consiglio

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Irene Consiglio

Year	Degree or Title	Scientific Area	Institution	Classification
2024				
2005				

5.2.1.4. Pedagogical education - Irene Consiglio

5.2.1.5. Distribution of teaching service - Irene Consiglio

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Work Project	MG/MGI	56.0		36.0					20.0	
Thesis	PhD_G	20.0							20.0	

5.2.1.1. Personal Data - João Castro

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Associado ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Tecnologias - Sistemas de Engenharia

Scientific field of this degree (EN)

Technologies - Engineering Systems

Year in which this degree was obtained

2010

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

-

Orcid

0000-0002-0471-6634

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - João Castro

5.2.1.3. Other degrees or titles - João Castro

Year	Degree or Title	Scientific Area	Institution	Classification
2005				
2000				

5.2.1.4. Pedagogical education - João Castro

5.2.1.5. Distribution of teaching service - João Castro

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Business Model Innovation	MG; MGI	23.0		18.0					5.0	
Product Design and Development	MG; MGI	23.0		18.0					5.0	
Technology Strategy	MG; MGI	23.0		18.0					5.0	
Work Project	MG/MGI	46.0		36.0					10.0	
Work Project	MAN	56.0		36.0					20.0	
Innovation for Impact	MEII	23.0		18.0					5.0	
Work Project	MEII	56.0		36.0					20.0	
Thesis	PhD_G	20.0							20.0	
New Product and Service and Open Innovation	MIE-E	20.0		20.0						

5.2.1.1. Personal Data - Leid Zejnilovic

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Auxiliar ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Mudança Tecnológica e Empreendedorismo

Scientific field of this degree (EN)

Management - Technological Change and Entrepreneurship

Year in which this degree was obtained

2014

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

EE18-A588-D905

Orcid

0000-0002-4209-4637

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Leid Zejnilovic

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Leid Zejnilovic

Year	Degree or Title	Scientific Area	Institution	Classification
2002				

5.2.1.4. Pedagogical education - Leid Zejnilovic

5.2.1.5. Distribution of teaching service - Leid Zejnilovic

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Work Project	MG	56.0		36.0					20.0	
Algorithmic Governance	MAN	23.0		18.0					5.0	
Blockchain Fundamentals	MAN	23.0		18.0					5.0	
Work Project	MAN	56.0		36.0					20.0	
Data Science for Impact	MEII	23.0		18.0					5.0	
Tese	PhD_G	20.0							20.0	

5.2.1.1. Personal Data - Luis Martinez

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Associado ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Comportamento Organizacional

Scientific field of this degree (EN)

Management - Organizational Behavior

Year in which this degree was obtained

2010

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

DA1E-EEC0-F7A0

Orcid

0000-0002-9554-5374

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Luis Martinez

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Luis Martinez

Year	Degree or Title	Scientific Area	Institution	Classification
2021				
1997				

5.2.1.4. Pedagogical education - Luis Martinez

5.2.1.5. Distribution of teaching service - Luis Martinez

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Consumer and Managerial Decision Making	MG; MGI	23.0		18.0					5.0	
Work Project	MG	56.0		36.0					20.0	
Thesis	PhD_G	20.0							20.0	

5.2.1.1. Personal Data - Michael Kummer

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Associado ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Economia - Economia

Scientific field of this degree (EN)

Economics - Economics

Year in which this degree was obtained

2014

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

111F-431A-4291

Orcid

0000-0002-9664-5895

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Michael Kummer

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Michael Kummer

Year	Degree or Title	Scientific Area	Institution	Classification
2007		Economics		

5.2.1.4. Pedagogical education - Michael Kummer

5.2.1.5. Distribution of teaching service - Michael Kummer

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Digital Experimentation & Causal Analysis	MAN	23.0		18.0					5.0	
Applied Methods in Digital Economy Research	PhD_G	36.0		36.0						
Business Analytics	MG-EA	12.0		12.0						

5.2.1.1. Personal Data - Miguel Pina e Cunha

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Catedrático ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Marketing

Scientific field of this degree (EN)

Management - Marketing

Year in which this degree was obtained

1998

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

BB1A-CC32-4880

Orcid

0000-0001-6724-2440

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Miguel Pina e Cunha

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Miguel Pina e Cunha

Year	Degree or Title	Scientific Area	Institution	Classification
2004				
1988				

5.2.1.4. Pedagogical education - Miguel Pina e Cunha

5.2.1.5. Distribution of teaching service - Miguel Pina e Cunha

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
People and Organizations	EMBA	27.0		24.0					3.0	
Work Project	MG/MGI	56.0		36.0					20.0	
Work Project	MEII	56.0		36.0					20.0	
Organizational Theory	PhD_G	38.0		26.0					12.0	
Hot Topics in Qualitative Methods	PhD_G	48.0		36.0					12.0	
Thesis	PhD_G	20.0							20.0	
Strategic Leadership	MG-EA	20.0		20.0						
From Fundamentals to Strategy Leadership	ML-E	20.0		20.0						

5.2.1.1. Personal Data - Paolo Leone

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Auxiliar ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Gestão

Scientific field of this degree (EN)

Management - Management

Year in which this degree was obtained

2023

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

3511-A93C-7E8D

Orcid

0000-0002-1996-565X

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Paolo Leone

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Paolo Leone

Year	Degree or Title	Scientific Area	Institution	Classification
2017				
2016				

5.2.1.4. Pedagogical education - Paolo Leone

5.2.1.5. Distribution of teaching service - Paolo Leone

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Open Innovation	MG	23.0		18.0					5.0	
Organizing for Good in the digital age	MEII	23.0		18.0					5.0	
Philosophy and Theory in Management Research	PhD_G	36.0		36.0						

5.2.1.1. Personal Data - Pedro Neves

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Catedrático ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Ciências Sociais - Psicologia Social e Organizacional

Scientific field of this degree (EN)

Social Sciences - Social and Organizational Psychology

Year in which this degree was obtained

2007

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

8C11-3585-7002

Orcid

0000-0001-8057-3877

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Pedro Neves

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Pedro Neves

Year	Degree or Title	Scientific Area	Institution	Classification
2018				
2002				

5.2.1.4. Pedagogical education - Pedro Neves

5.2.1.5. Distribution of teaching service - Pedro Neves

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Persuasion and Negotiation	MG	46.0		36.0					10.0	
Work Project	MG	56.0		36.0					20.0	
Work Project	MEII	56.0		36.0					20.0	
Thesis	PhD_G	20.0							20.0	
Change, Stress and Conflict Management	ML-E	20.0		20.0						
From Fundamentals to Strategy Leadership	ML-E	20.0		20.0						
Team Management, Alignment and Culture	ML-E	20.0		20.0						

5.2.1.1. Personal Data - Qiwei Han

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Auxiliar convidado ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Tecnologias - Engenharia e Políticas Públicas

Scientific field of this degree (EN)

Technologies - Engineering And Public Policy

Year in which this degree was obtained

2017

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

4913-D6E7-E968

Orcid

0000-0002-6044-4530

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Qiwei Han

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Qiwei Han

Year	Degree or Title	Scientific Area	Institution	Classification
2007				

5.2.1.4. Pedagogical education - Qiwei Han

5.2.1.5. Distribution of teaching service - Qiwei Han

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Work Project	MF	56.0		36.0					20.0	
Work Project	MGI	56.0		36.0					20.0	
Advanced Topics in Machine Learning	MAN	23.0		18.0					5.0	
Work Project	MAN	56.0		36.0					20.0	
Thesis	PhD_G	20.0							20.0	

5.2.1.1. Personal Data - Rodrigo Belo

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Catedrático ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Tecnologias - Engenharia e Políticas Públicas

Scientific field of this degree (EN)

Technologies - Engineering And Public Policy

Year in which this degree was obtained

2012

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

A014-A8EB-F8FB

Orcid

0000-0001-6839-5086

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Rodrigo Belo

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Rodrigo Belo

Year	Degree or Title	Scientific Area	Institution	Classification
2011				

5.2.1.4. Pedagogical education - Rodrigo Belo

5.2.1.5. Distribution of teaching service - Rodrigo Belo

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Work Project	MAN	56.0		36.0					20.0	
Hot Topics in Quantitative Methods	PhD_G	48.0		36.0					12.0	
Thesis	PhD_G	20.0							20.0	
Applied Business Analytics - Data and Technology in Innovation and Entrepreneurship	MIE-E	12.0		12.0						
AI Impact on Business	EMBA; MAN	23.0		18.0					5.0	

5.2.1.1. Personal Data - Samantha Su-Hsien Sim

Link to the HEI

Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018

Category

Professor Auxiliar ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Administração de Empresas

Scientific field of this degree (EN)

Management - Business Administration

Year in which this degree was obtained

2017

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

100

CienciaVitae

B016-26B0-A68A

Orcid

0000-0002-9838-0288

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Samantha Su-Hsien Sim

Research Unit	FCT Classification	Higher Education Institution (HEI)	Type of Research Unit	Integrated Teacher
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	Sim

5.2.1.3. Other degrees or titles - Samantha Su-Hsien Sim

Year	Degree or Title	Scientific Area	Institution	Classification
2012				

5.2.1.4. Pedagogical education - Samantha Su-Hsien Sim

5.2.1.5. Distribution of teaching service - Samantha Su-Hsien Sim

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Work Project	MG/MGI	56.0		36.0					20.0	
Thesis	PhD_G	20.0							20.0	

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5.2.1.1. Personal Data - Mark Heitmann

Link to the HEI

Other link

Category

Professor Catedrático convidado ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Gestão - Satisfação de Decisão e Consumo

Scientific field of this degree (EN)

Management - Decision and Consumption Satisfaction

Year in which this degree was obtained

2005

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

20

CienciaVitae

5712-D4A1-F384

Orcid

-

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Mark Heitmann

5.2.1.3. Other degrees or titles - Mark Heitmann

Year	Degree or Title	Scientific Area	Institution	Classification
2007				

5.2.1.4. Pedagogical education - Mark Heitmann

5.2.1.5. Distribution of teaching service - Mark Heitmann

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Hot Topics in Exemplary Research	PhD_G	24.0		18.0					6.0	

5.2.1.1. Personal Data - Sérgio Moreira

Link to the HEI

Other link

Category

Professor Auxiliar convidado ou equivalente

Associates Degree

Yes

Degree

PhD - 3rd Cycle

Scientific field of this degree (PT)

Ciências Sociais - Psicologia

Scientific field of this degree (EN)

Social Sciences - Psychology

Year in which this degree was obtained

2012

Institution that conferred this degree

[no answer]

Specialist Title (Art. 3, paragraph g) of DL no. 74/2006, of March 24, as amended by DL no. 65/2018, August 16)

No

Scientific field of the specialist title (PT)

[sem resposta]

Scientific field of the specialist title (EN)

[no answer]

Year when the specialist title was obtained

-

Dedication regime in the institution submitting the proposal (%)

38

CienciaVitae

C61D-8AFF-0BF2

Orcid

0000-0002-8548-722X

Authorization for personal information to be stored and used for functional and analytical purposes

Sim

5.2.1.2. Affiliation Research Units - Sérgio Moreira

5.2.1.3. Other degrees or titles - Sérgio Moreira

Year	Degree or Title	Scientific Area	Institution	Classification
2002				

5.2.1.4. Pedagogical education - Sérgio Moreira

5.2.1.5. Distribution of teaching service - Sérgio Moreira

Curricular Unit	Study programme	Total contact hours	T	TP	PL	TC	S	E	OT	O
Statistics I	PhD_G	24.0		18.0					6.0	
Statistics II	PhD_G	24.0		18.0					6.0	
Applied Management Research and Methodologies	ML-E	16.0		16.0						

5.3. Team Details

5.3.1. Total teachers / FTE

5.3.1.1. Total number of teachers.

20

5.3.1.2. Total number of FTE.

18.58

5.3.2. Career teaching staff” – teachers of the study programme integrated in the teaching or research career.*

Link with HEI	% of the total of FTE
Career Teacher (Article 3, line k) of DL-74/2006, as amended by DL-65/2018	96.88%
Career Researcher (Article 3, line l) of DL-74/2006, as amended by DL-65/2018	0.00%
Other link	3.12%

5.3.3. Academically qualified teaching staff” – staff holding a PhD*

Academically qualified teaching staff	FTE	Percentage*
Teaching staff holding a PhD (FTE):	1858	100.00%

5.3.4. Specialised teaching staff.

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Specialized teaching staff	FTE	Percentage*
PhDs specialised in the fundamental area(s) of the study programme (% total FTE)	16.2	87.19%
Staff specialised in the fundamental areas of the study programme not holding PhDs in these areas (% total FTE)	0.0	0.00%
Specialists not holding a PhD, but with a Specialist Title (DL 206/2009) in the fundamental area(s) of the study programme (% total FTE)	0.0	0.00%
% of faculty specializing in core area(s) (% total FTE)		87.19%
% of the faculty holding a PhD specialized in the core area(s) (% specialized faculty)		100.00%

5.3.5. Teaching Staff integrated in Research Units of the Institution, its subsidiaries or integrated centers (article 29, DL no. 74/2006, as written in the DL no. 65/2018)

Description	FTE	Percentage*
Teaching Staff integrated in Research Units of the Institution, its subsidiaries or integrated centers	17.0	91.50%

5.3.6. Stability and development dynamics of the teaching staff

Stability and training dynamics	FTE	Percentage*
Career teaching staff of the study programme with a link to the institution for over 3 years	15.0	80.73%
FTE number of teaching staff registered in PhD programmes for over one year	0.0	0.00%

5.4. Teaching staff development**5.6. Observations. (PT)**

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A estratégia de desenvolvimento do corpo docente da SBE é estruturada em três pilares principais:

- **Recrutamento de Docentes:** A SBE está comprometida em aumentar o número de docentes de carreira para garantir o cumprimento das exigências dos programas e melhorar a qualidade académica.
- **Incentivos à Publicação:** A escola implementou medidas como a redução da carga letiva para docentes envolvidos ativamente em investigação. As salas dedicadas aos Knowledge Centers oferecem espaços de colaboração, enquanto prémios de produtividade reconhecem contribuições de investigação de destaque. Além disso, fundos anuais são alocados a docentes associados aos Knowledge Centers, incentivando projetos inovadores.
- **Desenvolvimento Pedagógico e Internacionalização:** A SBE preconiza o desenvolvimento contínuo dos docentes para melhorar a eficácia do ensino. As iniciativas incluem co-desenvolvimento dos docentes com a restante comunidade académica e programas de formação. Adicionalmente, a escola promove a internacionalização por meio de oportunidades como licenças sabáticas, programas de mobilidade internacional para ensino e Visiting Fellowships.
- **Cumprimento dos Rácios Legais no Programa de Doutoramento em Gestão:** O programa cumpre plenamente os rácios exigidos, assegurando uma estrutura académica robusta e alinhada com os padrões legais:
 - * **Docentes Permanentes:** 97% do corpo docente são de carreira, superando o requisito mínimo de 75%.
 - * **Docentes Qualificados:** A totalidade do corpo docente (100%) é qualificada com doutoramento.
 - * **Doutores nas Áreas Científicas do Programa:** 87% dos docentes possuem doutoramento em Gestão, acima do requisito de 80%.
 - * **Afiliação a Centros de Investigação:** 97% dos docentes estão vinculados a Centros de Investigação reconhecidos, superando o mínimo exigido de 75%, demonstrando um elevado envolvimento em atividades de investigação.
 - * **Estabilidade do Corpo Docente:** 83% dos docentes estão ligados à instituição há mais de três anos, o que reflete uma notável estabilidade no corpo docente.

O programa de doutoramento é liderado por Irene Consiglio, Professora Associada de Marketing. Irene concluiu o doutoramento em Marketing na Rotterdam School of Management, Erasmus University, tendo também sido doutoranda visitante na Harvard Business School. A sua investigação foi publicada em prestigiadas revistas, como o Journal of Consumer Psychology e o Journal of Consumer Research. Irene apresenta regularmente em conferências internacionais de marketing, como a Association for Consumer Research e a European Marketing Academy. O seu trabalho já foi destacado no Scientific American, na National Public Radio dos EUA, bem como em blogs internacionais de marketing e notícias, como The Consumerist. Tem vasta experiência no ensino de comportamento do consumidor e marketing a níveis de licenciatura, mestrado e doutoramento, além de supervisionar doutoramentos tanto na RSM Erasmus University como na Nova SBE.

5.6. Observations. (EN)

The SBE's faculty development strategy is centered around three key pillars: faculty recruitment, publication incentives, and pedagogical development and internationalization.

-**Faculty Recruitment:** Nova SBE is committed to increasing its permanent faculty members to ensure compliance with program requirements and enhance academic quality. This growth fosters a vibrant community where diverse expertise can flourish, attracting top talent in various management fields..

-**Publication Incentives:** SBE has implemented measures such as reducing the workload for faculty actively engaged in research. Dedicated rooms for Knowledge Centers provide collaborative spaces, while productivity awards recognize outstanding research contributions. Additionally, annual funds are allocated to faculty members associated with Knowledge Centers.

-**Pedagogical Development and Internationalization:** The school emphasizes continuous faculty development to enhance teaching effectiveness. Initiatives include co-development with the academic community, training programs, and self-development materials,. Furthermore, Nova SBE promotes internationalization through various opportunities, including Sabbatical Leave, Staff Mobility for Teaching, and Visiting Fellowships.

The PhD in Management program at Nova SBE demonstrates full compliance with the required faculty ratios, ensuring a robust academic structure aligned with legal standards. Specifically: **Permanent Faculty:** 97% of the teaching staff are permanent faculty members, exceeding the minimum requirement of 75%. **Qualified Faculty:** The program achieves a 100% qualification rate, meeting the highest standards for faculty qualifications. **PhDs in Core Scientific Areas:** 87% of the faculty members hold PhDs in the program's core areas, surpassing the required 80%. **Research Center Affiliation:** A strong 97% of faculty are affiliated with recognized Research Centers, above the required 75%, indicating substantial faculty involvement in research activities.

-83% of the faculty have been with the institution for more than three years, reflecting a high level of faculty stability. This program is overseen by Irene Consiglio, Associate Professor of Marketing. She received her Ph.D. in Marketing from Rotterdam School of Management, Erasmus University and she was a visiting Ph.D. at Harvard Business School. Her work is published in the Journal of Consumer Psychology and in the Journal of Consumer Research. She presents regularly at international marketing conferences (Association for Consumer Research, Brands and Brand relationships, European Marketing Academy, Academy of Marketing Science, Society for Consumer Psychology). Her work has been featured on Scientific American, National Public Radio, U.S., as well as in popular international marketing and news blogs (e.g. The Consumerist). She has taught consumer behaviour and marketing at the bachelor, master, and Ph.D. level, and supervised d theses, both at RSM Erasmus University and NOVA.

Observations. (PDF)

[no answer]

6. Technical, administrative, and management staff (if applicable)

6.1. Number and employment type of the technical, administrative and management staff allocated to the study programme. (PT)

A gestão dos ciclos de estudo é apoiada por diversos departamentos-chave: Serviços Académicos, Planeamento e Desenvolvimento Académico, Apoio ao Estudante e Gestão de Programas, Departamento de Experiência do Estudante, Mobilidade Internacional, Departamento de Qualidade, Tecnologia Educativa e Sistemas de Informação, e Biblioteca. Em conjunto, estes departamentos contam com um total de 282 colaboradores, representando um aumento significativo de 52,43% desde 2021. É importante destacar que todos os funcionários não docentes trabalham em regime de tempo integral, garantindo um apoio dedicado à comunidade académica.

6.1. Number and employment type of the technical, administrative and management staff allocated to the study programme. (EN)

The management of study cycles is supported by several key departments: Academic Services, Academic Planning and Advancement, Student Support and Program Management, the Student Experience Department, International Mobility, the Quality Department, Educational Technology and Information Systems, and the Library. Together, these departments employ a total of 282 staff members, which represents a significant 52.43% increase since 2021. Notably, all non-teaching employees are engaged in full-time positions, ensuring dedicated support for the academic community.

6.2. Qualifications of the technical, administrative, and management staff that will support the study programme. (PT)

Entre os funcionários não docentes, 85,5% possuem uma licenciatura ou grau superior, sendo que 65,6% têm uma licenciatura, 32,8% concluíram um mestrado e 1,6% possuem doutoramento. Além disso, 11% concluíram o ensino secundário e 3,6% completaram o terceiro ciclo do ensino básico.

O modelo de avaliação para o pessoal não docente enfatiza objetivos e competências, promovendo o crescimento profissional, reconhecendo o mérito e incentivando a melhoria contínua. Esta abordagem baseia-se na identificação das necessidades de formação durante as avaliações de desempenho. Os funcionários têm a oportunidade de se candidatar ao Programa de Mobilidade Internacional, que lhes permite trocar experiências e adquirir novos conhecimentos. Na SBE, o desenvolvimento profissional é encarado como uma ferramenta estratégica para promover a excelência e facilitar o crescimento pessoal e profissional. Só em 2023, registaram-se 1.023 participações em programas de formação.

6.2. Qualifications of the technical, administrative, and management staff that will support the study programme. (EN)

Among the non-teaching staff, 85.5% possess a bachelor's degree or higher, with 65.6% holding a bachelor's degree, 32.8% earning master's degrees, and 1.6% having completed PhDs. Additionally, 11% have attained a high school diploma, while 3.6% have completed the third cycle of basic education.

This approach is informed by assessments of training needs identified during performance evaluations. Staff members have the opportunity to apply for the International Mobility Program, allowing them to exchange experiences and knowledge. The evaluation model for non-teaching staff emphasizes objectives and competencies, encouraging professional growth, recognizing merit, and fostering continuous improvement. At SBE, professional development is viewed as a strategic tool for promoting excellence and facilitating personal and professional growth. In 2023 alone, there were 1,023 recorded participations in training programs.

7. Facilities, partnerships, and structures supporting the teaching and learning processes (if applicable)

7.1. Have there been significant changes in facilities and equipment since the previous assessment procedure?

[X] Yes [] No

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Operating SC**7.1.1. If yes, provide a brief explanation and rationale for the changes made. (PT)**

A SBE tem melhorado significativamente a sua infraestrutura informática. O software disponível na instituição inclui Moodle, Eduroam, SPSS, Asense, Refinitiv Eikon, A to Z Journal Listing, B-on, Cambridge Journals, DART Europe, De Gruyter, DOAB e DOAJ. Permite-se que os estudantes acessem a software essencial, como SPSS e Stata, nos seus próprios computadores. A Nova SBE criou ainda o Behavioural Lab, dedicado à compreensão do comportamento humano em organizações e mercados. Este laboratório apoia investigadores, proporcionando um espaço físico, acesso a uma pool de participantes em estudos, e oferece aos alunos a oportunidade de se envolverem em projetos de investigação. A tecnologia está a ser gradualmente implementada para complementar metodologias de ensino ativo. Este processo inclui a criação de uma experiência de sala de aula mais digital, integrando plataformas digitais, ferramentas de colaboração, flipped classrooms, blended learning, e suporte ao design instrucional.

7.1.1. If yes, provide a brief explanation and rationale for the changes made. (EN)

SBE has enhanced its computer infrastructure. Available software at SBE includes Moodle, Eduroam, SPSS, Asense, Refinitiv Eikon, A to Z Journal Listing, B-on, Cambridge Journals, DART Europe, De Gruyter, DOAB, and DOAJ. A key licensing change now allows students to access essential software like SPSS and Stata on their PC. SBE has established the Nova SBE Behavioural Lab, an interdisciplinary facility dedicated to understanding human behavior in organizations and markets. The Lab supports researchers by providing physical space and a student subject pool and offers students opportunities to engage in research studies. Technology-enhanced learning is gradually being implemented to complement active learning methodologies. This involves creating a more digital classroom experience, incorporating engagement platforms (Moodle, Socrative, Kahoot, Mentimeter), collaboration tools, flipped classrooms, blended learning, and instructional design support for faculty.

7.2. Have there been significant changes in national and international partnerships relevant to the study programme since the previous assessment procedure?

Yes No

7.2.1. If yes, provide a brief summary of those changes. (PT)

A UNL juntou-se recentemente à rede EUTOPIA, uma aliança de universidades europeias comprometida em promover o ensino superior através de investigação colaborativa, práticas inovadoras de aprendizagem e maior mobilidade para estudantes e docentes. A missão desta rede é enfrentar desafios locais e globais, promovendo a cooperação interdisciplinar e contribuindo para o desenvolvimento de um novo modelo de ensino superior em toda a Europa. A SBE também participa ativamente em vários projetos significativos financiados pela agência Erasmus+. Estes projetos são coordenados pela EFMD. Entre as iniciativas destacam-se o Intercambio de Expertos, o FORINT e o IMPALA.

7.2.1. If yes, provide a brief summary of those changes. (EN)

UNL has recently joined the EUTOPIA network, a alliance of European universities committed to advancing higher education through collaborative research, innovative learning practices, and increased mobility for both students and faculty. The network's mission is to tackle both local and global challenges by fostering interdisciplinary cooperation, ultimately contributing to the development of a new model for higher education across Europe. SBE is also actively involved in several significant projects funded by the Erasmus+ agency. These projects are coordinated by the EFMD. Notable among these initiatives are Intercambio de Expertos, FORINT, and IMPALA.

7.3. Have there been significant changes in structures supporting the teaching and learning processes since the previous assessment procedure?

Yes No

7.3.1. If yes, provide a brief summary of those changes. (PT)

A SBE disponibiliza serviços de apoio administrativo, acessíveis presencialmente e online, com o Program Manager a desempenhar o papel de ponto de contacto principal para os estudantes. Avanços significativos na digitalização de processos melhoraram a experiência dos estudantes, proporcionando plataformas de autoatendimento para tarefas administrativas e um suporte online. A SBE também estabeleceu um serviço permanente de apoio ao bem-estar, reconhecendo a importância da promoção da saúde mental num ambiente competitivo e exigente. Foram implementadas iniciativas preventivas, como workshops de bem-estar, a Well-Being Week e campanhas de comunicação sobre saúde mental. A biblioteca passou por melhorias substanciais, ampliando a sua coleção para facilitar o acesso a fontes e bases de dados. Além disso, oferece ferramentas para investigadores promoverem o seu trabalho e gerirem os resultados. Fornece ainda apoio para partilhar resultados científicos, publicações e dados.

7.3.1. If yes, provide a brief summary of those changes. (EN)

SBE now offers dedicated administrative support services available both in person and online, with the Program Manager serving as the primary contact for students, centralizing their interactions with various services. Significant advancements in digitizing processes have enhanced the student experience by providing self-service platforms for administrative tasks and improving online support. SBE has also established a permanent well-being support service, recognizing the importance of promoting mental health in a competitive environment marked by heavy workloads. Preventive initiatives such as well-being workshops, Well-Being Week, and Mental Health communication have been implemented. The library has undergone substantial improvements, expanding its collection to enhance access to reliable research and databases (e.g., Nielsen). It provides tools for researchers to promote their work and manage their research outcomes, offering expertise to help share scientific results effectively.

7.4. Have there been significant changes in internships and / or in-service training, protocols with the respective entities and guarantee of effective monitoring of students during internship since the previous assessment procedure?

Yes No

7.4.1. If yes, provide a brief summary of those changes. (PT)

Os orientadores e professores apoiam os estudantes na preparação para o mercado de trabalho académico, oferecendo simulações de entrevistas e apresentações do artigo de Job Market. Além disso, desde 2023, organizamos uma sessão anual dedicada ao Job Market, onde membros do corpo docente da Nova SBE partilham as suas experiências e dicas. Envolvermos também docentes juniores nestas sessões, garantindo que os nossos estudantes de doutoramento recebem as informações mais relevantes e atualizadas, bem como conselhos de quem tem uma experiência recente e direta no mercado de trabalho académico.

7.4.1. If yes, provide a brief summary of those changes. (EN)

Advisors and faculty support the students in the preparation of their academic job market by offering mock interviews and Job Market (JM) paper presentations. Moreover, since 2023 we organize a yearly session about the JM where Nova SBE faculty present their experience and tips. We involve junior faculty in these sessions to ensure that our PhD students get the most relevant up-to-date information and advice from faculty with the most recent direct experience with the academic job market.

8. Assessment standards in the study programme.**8.1. Students enrolled in the study programme in the current academic year.****8.1.1. Total number of students enrolled.**

25.0

8.1.2. Characterization by Gender.

Gender	Percentage
Masculino	46
Feminino	54

8.1.3. Number of students enrolled by curricular year.

Curricular year	Students enrolled
1st curricular year	1
2nd curricular year	5
3rd curricular year	5
4th curricular year	

8.1.4. Possible additional information on student characterization. (PT)

Ao longo dos anos, a distribuição de estudantes por nacionalidade na Nova SBE tem demonstrado uma predominância de estudantes internacionais (62%). Entre eles, a Alemanha é a nacionalidade mais representada, com 15% dos estudantes. O corpo estudantil é altamente diverso, com indivíduos provenientes de quatro continentes: Europa, Ásia, África e América do Norte e 12 países diferentes, incluindo Rússia, Inglaterra, Brasil, África do Sul. Esta diversidade evidencia o apelo global dos programas da Nova SBE, sem que nenhuma nacionalidade estrangeira tenha um domínio significativo. O restante corpo estudantil é composto por portugueses (38%).

A faixa etária dos novos estudantes nos últimos três anos varia entre os 22 e os 42 anos, indicando uma coorte madura com significativa experiência profissional. A representação de género é equilibrada, destacando ainda mais a natureza inclusiva e diversificada dos estudantes.

A estratégia de internacionalização da Nova SBE concentra-se em atrair candidatos de alta qualidade através de um processo de seleção justo e competitivo. No entanto, esta estratégia enfrenta desafios, particularmente devido à limitada disponibilidade de financiamento em comparação com outras instituições internacionais de referência. Tendências semelhantes foram observadas em anos letivos anteriores, levando a instituição a reavaliar a sua abordagem ao recrutamento de estudantes internacionais. Uma equipa especializada foi criada para melhorar a comunicação e promover os programas de doutoramento entre os melhores candidatos a nível global.

A procura recente indica um aumento constante no número de candidatos, mas uma diminuição no número de estudantes matriculados, resultando em algumas vagas não preenchidas. A taxa de seleção permanece acima de 80%, sublinhando os rigorosos padrões académicos e profissionais mantidos pela Nova SBE.

A disponibilidade limitada de bolsas de doutoramento em Portugal continua a ser uma barreira significativa, contribuindo para que muitos candidatos com perfil adequado acabem por não se inscrever. Este problema está a ser abordado através de medidas corretivas detalhadas na seção final do relatório da instituição.

Over the years, the distribution of students by nationality at Nova SBE has shown a predominance of international students (62%). Among international students, Germany is the most represented nationality, with 15% of students. The student body is highly diverse, with individuals coming from four different continents: Europe, Asia, Africa, and North America and 12 different countries, including Russia, England, Brazil, South Africa, and others. This diversity underscores the global appeal of Nova SBE's programs, with no single foreign nationality dominating the figures. The rest of the student body is Portuguese (38%).

The age range of new students in the last three years spans from 22 to 42 years, indicating a mature cohort with significant professional experience. Gender representation is balanced, further highlighting the inclusive and diverse nature of the student body. Nova SBE's internationalization strategy focuses on attracting high-quality applicants through a fair and competitive selection process. However, this strategy faces challenges, particularly due to limited funding opportunities compared to other leading international institutions. Similar trends were observed in applications from previous academic years, leading the institution to reassess its approach to international student recruitment. A specialized team has been established to enhance communication of scientific results and promote PhD programs to top candidates worldwide.

The recent demand indicates a steady increase in the number of applicants, but a decrease in the number of enrolled students, resulting in some positions remaining unfilled. The selection rate remains above 80%, underscoring the rigorous academic and professional standards upheld by Nova SBE in its student selection process.

The limited availability of PhD scholarships in Portugal remains a significant barrier, contributing to the fact that many strong candidates ultimately do not enroll. This issue is being addressed through corrective measures detailed in the final section of the institution's report.

Submission of application | Evaluation/Accreditation of
Operating SC

8.2. Demand for the study programme - Students

Parameter	Second-to-last year	Last year	Current year
N.º de vagas / No. of openings	15	15	15
N.º de candidatos / No. of candidates	25	59	32
N.º de admitidos / No. of admissions	6	9	4
N.º de inscritos no 1º ano, 1ª vez / No. of enrolments in 1st year 1st time	5	5	2

8.2. Demand for the study programme - Grades

Parameter	Second-to-last year	Last year	Current year
Nota de candidatura do último colocado / Grade of the last candidate to be admitted	14	16.87	17.62
Nota média de entrada / Average entry grade			

8.3. Academic Results.

8.3.1. Training efficiency.

Indicator	Third-to-last year	Second-to-last year	Last year
N.º de graduados / No. of graduates	1	4	6
N.º de graduados em N anos / No. of graduates in N years	0	0	1
N.º de graduados em N+1 anos / No. of graduates in N+1 years	0	2	2
N.º de graduados em N+2 anos / No. of graduates in N+2 years	0	0	0
N.º de graduados em mais de N+2 anos / No. of graduates in more than N+2 years	1	2	3

8.3.2. Present a list of theses completed in the last three years, stating, for each, the title, year of completion and the final result (PT)

- Branding in The Crossfire: Consumer Responses to Brands Tackling Social Issues, Approved with Distinction
- Three Essays on Corporate Environmental Pollution, 2024, Approved with Distinction and Honors
- The Unseen Shield: Exploring the Dynamics of Resilience in the Workplace, 2024, Approved with Distinction and Honors
- The relationship between technological innovation, open innovation and firm strategy, 2024, Approved with Distinction and Honors
- Three Essays on Internationalization strategies: International market selection and entry modes, 2024, Approved with Distinction and Honors
- Micro-foundations in M&A, 2024, Approved with Distinction
- Of Ghosts and Strangers in Family Firms: The founder's shadow in the organizations daily life, 2024, Approved with Distinction and Honors
- Three Essays on Hybrid Organizations, 2023, Approved with Distinction and Honors
- Everyday Creativity in Extraordinary Times: Exploring the Dynamics of Creative Cycles and Strategic Improvisation during Major Crisis, 2023, Approved with Distinction.
- Other Places - studies on the material dimension of future-making practices, 2023, Approved with Distinction
- Three Essays on Online Customer Engagement Cycle, 2023, Approved with Distinction and Honors
- Hospital Management- Patient-Centered Care, CEO Appointments and Their Impact, 2022, Approved with distinction

8.3.2. Present a list of theses completed in the last three years, stating, for each, the title, year of completion and the final result (EN)

- Branding in The Crossfire: Consumer Responses to Brands Tackling Social Issues, Approved with Distinction
- Three Essays on Corporate Environmental Pollution, 2024, Approved with Distinction and Honors
- The Unseen Shield: Exploring the Dynamics of Resilience in the Workplace, 2024, Approved with Distinction and Honors
- The relationship between technological innovation, open innovation and firm strategy, 2024, Approved with Distinction and Honors
- Three Essays on Internationalization strategies: International market selection and entry modes, 2024, Approved with Distinction and Honors
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- Everyday Creativity in Extraordinary Times: Exploring the Dynamics of Creative Cycles and Strategic Improvisation during Major Crisis, 2023, Approved with Distinction.
- Other Places - studies on the material dimension of future-making practices, 2023, Approved with Distinction
- Three Essays on Online Customer Engagement Cycle, 2023, Approved with Distinction and Honors
- Hospital Management- Patient-Centered Care, CEO Appointments and Their Impact, 2022, Approved with distinction

8.3.3. Data on unemployment of study programme's graduates (PT)

Os nossos docentes estão ativamente envolvidos na colocação de estudantes de doutoramento. Os nossos recentes graduados de doutoramento conseguiram ocupar posições em instituições internacionais de prestígio, bem como em instituições de ensino superior e públicas em Portugal. Importa destacar que os salários tendem a ser mais elevados em instituições internacionais, e continuamos empenhados em garantir que os nossos futuros graduados sejam colocados em universidades e centros de investigação de excelência no estrangeiro.

8.3.3. Data on unemployment of study programme's graduates (EN)

To a large extent, our faculty is actively involved in the placement of doctoral students. Our recent PhD graduates managed to occupy positions in prestigious international institutions, as well as in Portuguese higher education institutions and public institutions. Notably, salaries tend to be higher at international institutions, and we remain committed to placing our future graduates in top-tier universities and research centers abroad.

8.4. Internationalization results.

8.4.1. Mobility of students, teachers and technical, administrative and management staff.

Indicator	Third-to-last year	Second-to-last year	Last year
Alunos estrangeiros matriculados no ciclo de estudos / Foreign students enrolled in the study programme	57.1	48.5	68
Alunos em programas internacionais de mobilidade (in) / Students in international mobility programs (in)	8	3	3
Alunos em programas internacionais de mobilidade (out) / Students in international mobility programs (out)	2	3	2
Docentes estrangeiros (in) / Foreign teaching staff (in)	5		5
Docentes (out) / Teaching staff (out)	11	5	5
Pessoal técnico, administrativo e de gestão estrangeiro (in) / Foreign technical, administrative and management staff (in)	1	1	3
Pessoal técnico, administrativo e de gestão (out) / Technical, administrative and management staff (out)	4	4	2

Submission of application | Evaluation/Accreditation of
Operating SC**8.4.2. Participation in international networks relevant to the study programme (PT)**

A participação na rede CEMS facilita conexões com mais de 70 parceiros corporativos internacionais e oito grandes parceiros sociais.

A SBE tornou-se membro da rede PIM em 2017 e teve um representante no Comité de Novos Membros entre 2019 e 2023. A participação na rede PIM aumenta a visibilidade da SBE entre instituições de renome global e fornece informações valiosas sobre estratégias de internacionalização.

Através da PRME, a SBE promove práticas educativas que incentivam abordagens empresariais sustentáveis, responsáveis e éticas, em colaboração com organizações globais como o Pacto Global da ONU, EQUIS e AACSB. Em 2021, a SBE assumiu a presidência do Capítulo Ibérico dos PRME Champions.

A participação da SBE na GBSN contribui para o avanço da educação em gestão em países em desenvolvimento, ampliando ainda mais o seu impacto através do NOVAFRICA Knowledge Center e do Data Science Knowledge Center.

8.4.2. Participation in international networks relevant to the study programme (EN)

Since joining the CEMS SBE, this involvement facilitated connections with over 70 international corporate partners and 8 major social partners.

SBE joined the PIM network in 2017, having a representative on the New Memberships Committee from 2019 to 2023. Participation in the PIM network enhances SBE's visibility among other renowned institutions globally and provides valuable insights into internationalization dynamics.

PRME promotes the development of educational practices that foster sustainable, responsible, and ethical business practices in collaboration with global institutions such as the UN Global Compact, EQUIS, and AACSB. In 2021, SBE became the chair of the Iberian PRME Champions Chapter.

Through GBSN, SBE contributes to the advancement of management education in developing countries, further expanding its work through the NOVAFRICA Knowledge Center, and the Data Science Knowledge Center.

8.5. Results of research and development activities and/or advanced training and high-level professional development**8.5.1. Research unit(s), of the same knowledge field or specialization area as the study programme, in which teachers develop their scientific activity.**

Teacher	Mark	HEI	Type of Research Unit	No. of teachers in the integrated study cycle
Nova School of Business and Economics (NOVA SBE)	Excelente	Faculdade de Economia da Universidade Nova de Lisboa - Nova School of Business and Economics (FE/UNL)	Institutional	17

Submission of application | Evaluation/Accreditation of
Operating SC**8.5.2. List of the main projects and/or national and international partnerships in which the scientific, technological, cultural, and artistic activities developed in the area of the study programme are integrated, including (when applicable) information on the main funded projects and their respective funding. (PT)**

- Health Innovation Next Generation Payment & Pricing Models, European Commission, €3,962,457.50
- Connecting Health Tech Innovation Ecosystems for User-Centred and Business-Driven Entrepreneurial Education Propelling Next-Generation Digital Health Solutions, European Commission, €1,000,000.00
- Collaborative Design-Thinking Approaches, Adaptive Psychological Functioning & Career Development, la Caixa Foundation, €99,995.55
- Next Generation Land Management Services for Agriculture and Forestry, European Commission, €2,806,000.00
- Entrepreneurship as a Social Mobility and Inclusion Strategy, €99,940.00
- Reliable Data Science to Improve Efficiency in Healthcare Institutions: The Case of Medical Referral, FCT, €69,046.70
- Assessment of Ecosystem Services, Biodiversity, and Well-Being in Portugal, FCT, €239,903
- Healthcare Innovation and Entrepreneurship for Impact: Creating a Resilient, Safe, and Crowd-Based Innovation System, FCT, €47,745.40
- Limits and Opportunities of Patient Empowerment in Health Systems – Lessons from Pharmaceutical Markets, FCT, €186,549
- Revolutionizing Healthcare: Empowering Patients by Valuing Innovation and Promoting Entrepreneurship, FCT, €218,580
- Human Capital Spillovers, FCT, €238,000
- Improving Quality of Care in Europe, FCT, €423,000
- A escolha do modelo de negócio no contexto do empreendedorismo social: configurações típicas e influência da experiência do empreendedor social, FCT
- Externalidades Positivas de Profissionais de Saúde do SNS, Associação Terra dos Sonhos
- Patient Innovation Bootcamp, EIT Health
- Ciência de dados confiável para melhorar a eficiência nas instituições de cuidados de saúde: o caso da referência médica, FCT
- Os Efeitos Reais do capital ESG: Uma Abordagem de Sensoriamento Remoto, FCT
- Como é que novas empresas beneficiam de aceleradores corporativos?, FCT
- Innovation Nexus, European Commission
- For a Social Economy that reduces Gender Inequalities in Europe, European Commission
- Collaborative Design-thinking Approaches, Adaptive Psychological Functioning & Career Development, IA Caixa Foundation

8.5.2. List of the main projects and/or national and international partnerships in which the scientific, technological, cultural, and artistic activities developed in the area of the study programme are integrated, including (when applicable) information on the main funded projects and their respective funding. (EN)

- Health Innovation Next Generation Payment & Pricing Models, European Commission, €3,962,457.50
- Connecting Health Tech Innovation Ecosystems for User-Centred and Business-Driven Entrepreneurial Education Propelling Next-Generation Digital Health Solutions, European Commission, €1,000,000.00
- Collaborative Design-Thinking Approaches, Adaptive Psychological Functioning & Career Development, la Caixa Foundation, €99,995.55
- Next Generation Land Management Services for Agriculture and Forestry, European Commission, €2,806,000.00
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- Reliable Data Science to Improve Efficiency in Healthcare Institutions: The Case of Medical Referral, FCT, €69,046.70
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- Externalidades Positivas de Profissionais de Saúde do SNS, Associação Terra dos Sonhos
- Patient Innovation Bootcamp, EIT Health
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- Innovation Nexus, European Commission
- For a Social Economy that reduces Gender Inequalities in Europe, European Commission
- Collaborative Design-thinking Approaches, Adaptive Psychological Functioning & Career Development, IA Caixa Foundation

Submission of application | Evaluation/Accreditation of
Operating SC**8.5.6. Activities of technological and artistic development, service providing to the community, and advanced training in the fundamental scientific area(s) of the study programme, and their effective contribution to the national, regional and local development, scientific culture, and cultural, sports and artistic fields. (PT)**

- RESEARCH ON BARRIERS AND DRIVERS IMPACTING IMMUNIZATION COVERAGE AND UPTAKE FOR CHILDREN IN KYRGYZSTAN, UNICEF
- BEHAVIOURAL AND SOCIAL RESEARCH AMONG SOUTH SUDANESE POPULATION ON MULTIPLE TOPICS, UNICEF
- Ageas from Ideas to Go-to-Market, AGEAS
- Big Data and Tourism Management, Turismo de Portugal and NOS
- Center for Paradoxes and Organizations, Research and Innovation Program, Horizon 2020 of the European Union
- Check-in, Turismo de Portugal
- Data for Change, “la Caixa” Foundation and BPI
- Data Science Automotive House, Tips4y – Automotive Intelligence
- Decentralizing Portugal with Blockchain, European Union
- Defining a Data-driven Approach to Sustainable Tourism Management, Turismo de Portugal and NOS
- Defining a Data-driven Approach to Sustainable Tourism Management, Turismo de Portugal and NOS
- European Network for the Advancement of Business and Landscape Education (ENABLE), EU Erasmus+ Program
- European Platform for Data Science: Incubation, Learning, Operations, and Network, Erasmus+
- Human-Machine Decision Systems in IEFP, Institute of Employment and Vocational Training (IEFP), Faculty of Engineering of the University of Porto (FEUP) and the Foundation for Science and Technology (FCT)
- Identification of Deviant Patterns in the First Sale of Fish, Nature Portugal Agency (ANP/WWF), Docapesca – Portos e Lotas S.A., “la Caixa” Foundation and BPI (Social Equity Initiative)
- Identifying Crowdfunding Success Factors, PPL Crowdfunding
- Inclusive Community Forum (ICF)
- Institute for Health Organizations Management Development, Johnson & Johnson
- International Security Management Knowledge (ISM-KA), Erasmus+ Program
- Leadership and Well-being Observatory, The Haddad Foundation
- Optimizing Tourism in Tuscany, Toscana Promozione Turistica and Vodafone Italy
- Paradigm Shift Executive Program, Calouste Gulbenkian Foundation
- Patient Innovation Bootcamp: Promoting Patient Entrepreneurship, EIT Health
- Predicting Road Accidents on Highways in the Netherlands, Rijkswaterstaat
- Santander Living Innovation Lab, Santander
- Social Leadership for Managers, “la Caixa” Foundation and BPI
- Social Leapfrog Program, “la Caixa” Foundation and BPI
- Social Sciences Data Lab (DataLab), FCT
- Unlocking the Power of Users – Articulating User Interests to Accelerate New Innovative Pathways in the Digital Health and Well-being Sector, Norwegian Research Council
- Conscious Business Syllabus, European Commission

Submission of application | Evaluation/Accreditation of Operating SC

- RESEARCH ON BARRIERS AND DRIVERS IMPACTING IMMUNIZATION COVERAGE AND UPTAKE FOR CHILDREN IN KYRGYZSTAN, UNICEF
- BEHAVIOURAL AND SOCIAL RESEARCH AMONG SOUTH SUDANESE POPULATION ON MULTIPLE TOPICS, UNICEF
- Ageas from Ideas to Go-to-Market, AGEAS
- Big Data and Tourism Management, Turismo de Portugal and NOS
- Center for Paradoxes and Organizations, Research and Innovation Program, Horizon 2020 of the European Union
- Check-in, Turismo de Portugal
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- International Security Management Knowledge (ISM-KA), Erasmus+ Program
- Leadership and Well-being Observatory, The Haddad Foundation
- Optimizing Tourism in Tuscany, Toscana Promozione Turistica and Vodafone Italy
- Paradigm Shift Executive Program, Calouste Gulbenkian Foundation
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- Social Leapfrog Program, “la Caixa” Foundation and BPI
- Social Sciences Data Lab (DataLab), FCT
- Unlocking the Power of Users – Articulating User Interests to Accelerate New Innovative Pathways in the Digital Health and Well-being Sector, Norwegian Research Council
- Conscious Business Syllabus, European Commission

8.6. Self-assessment report of the study programme prepared within the framework of the internal quality assurance system.

[RAPD Relatório Anual Programa Doutoral 2023_2024.pdf](#) | PDF | 1 Mb

9. SWOT analysis of the study programme and proposed improvement measures.

9.1. Global SWOT analysis of the study programme.

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9.1.1. Strengths. (PT)

Reputação Global: A Nova SBE é reconhecida como uma das principais instituições da Europa e do mundo nas áreas de Economia, Finanças e Gestão. A escola possui a prestigiada Triple Crown Accreditation (EQUIS, AACSB, AMBA) e destaca-se regularmente em avaliações internacionais (Financial Times, Eduniversal, entre outras).

Estrutura de Doutoramento de Alta Qualidade: O programa de doutoramento segue o modelo das principais universidades globais, permitindo que todos os graduados assegurem posições no mercado de trabalho, demonstrando o alinhamento do programa com os padrões internacionais.

Liderança Académica Experiente: O Diretor Académico possui mérito científico inquestionável, reconhecido pelos pares, e ampla experiência na supervisão de doutoramentos.

Corpo Docente Diversificado e Internacional: O corpo docente da Nova SBE é internacional e diversificado, com especialistas em diversas áreas da Gestão. Essa diversidade promove sinergias interdisciplinares e reflete-se no forte histórico de publicações da escola e nas coautorias com investigadores de instituições globais de renome.

Produção Científica de Excelência: A escola compromete-se com a investigação e a transferência de conhecimento, contribuindo significativamente para revistas científicas de topo e projetos financiados por entidades de destaque. O Centro de Investigação da Nova SBE foi avaliado como "Excelente" pela FCT.

Preparação para o Mercado de Trabalho: O programa prepara eficazmente os estudantes para carreiras na academia, instituições e organizações governamentais. A sua forte internacionalização (lecionado em inglês e altas taxas de colocação de graduados) apoia resultados bem-sucedidos.

Sistema Robusto de Garantia de Qualidade Interna: O sistema interno de garantia de qualidade fornece dados valiosos para a tomada de decisões e levou à implementação de medidas de melhoria direcionadas.

Acesso a Recursos Essenciais: Estudantes e docentes têm acesso a recursos académicos críticos, como a B-ON, que disponibiliza acesso a revistas científicas internacionais.

Instalações Modernas: Recentes investimentos nas instalações melhoraram significativamente o ambiente de ensino e investigação.

9.1.1. Strengths. (EN)

Leading Global Reputation: Nova SBE stands as one of Europe and the world's top institutions in Economics, Finance, and Management. The school holds the prestigious Triple Crown accreditation (EQUIS, AACSB, AMBA) and consistently ranks highly in international evaluations (Financial Times, Eduniversal, etc.)

High-Quality PhD Structure: The PhD program mirrors the structure of top global universities, enabling all graduates to secure positions in the labor market. This demonstrates the program's strong alignment with international standards.

Experienced Academic Leadership: The Academic Director is of unquestionable scientific merit, recognized by peers, and has extensive experience in doctoral supervision.

Diverse and International Faculty: Nova SBE's faculty is highly international and diverse, with experts from various fields of Management. This diversity fosters interdisciplinary synergy and is reflected in the school's strong publication record and co-authorships with prominent researchers from global institutions.

Strong Research Output: The school is committed to research and knowledge transfer, with significant contributions in top-tier journals and research projects funded by leading entities. The SBE Research Center has been rated "Excellent" by the FCT.

Job Market Preparation: The program effectively prepares students for careers in academia, institutions, and governmental organizations. Its strong internationalization (taught in English and high job placement rates for graduates) supports successful outcomes.

Robust Internal Quality Assurance: The internal quality assurance system provides valuable data for decision-making and has led to the implementation of targeted improvement measures.

Access to Key Resources: Students and faculty have access to critical academic resources, such as B-ON, which provides access to international scientific journals.

Modern Facilities: Recent investments in facilities have improved the teaching and research environment.

9.1.2. Weaknesses. (PT)

Tempo Médio de Conclusão: Apesar da elevada eficiência formativa, os estudantes demoram, em média, 6.1 anos a concluir o ciclo de doutoramento, o que pode afetar a atratividade geral do programa e as taxas de conclusão.

Oportunidades Limitadas de Financiamento: O programa continua a enfrentar desafios devido à escassez de bolsas de estudo e apoios financeiros para estudantes de doutoramento em Portugal, o que pode desencorajar a inscrição de candidatos de elevado potencial.

9.1.2. Weaknesses. (EN)

Length of Time to Completion: Despite high formative efficiency, students take an average of 6.1 years to complete the PhD cycle, which could affect overall program attractiveness and completion rates.

Limited Funding Opportunities: The program continues to face challenges due to limited scholarships and financial support for PhD students in Portugal, which may deter high-potential candidates from enrolling.

9.1.3. Opportunities. (PT)

Atratividade de Portugal: Portugal está a tornar-se um destino cada vez mais atrativo para estudantes e docentes internacionais, o que reforça a capacidade da Nova SBE de fortalecer os seus esforços de internacionalização e mobilidade.

Parcerias Estratégicas: Existe potencial para um melhor aproveitamento das relações com instituições internacionais de destaque. Os acordos existentes com instituições de ensino superior em mercados estratégicos podem ser ampliados, trazendo benefícios diretos para o programa de doutoramento.

Crescente Interesse Global: A procura por formação altamente especializada em gestão, especialmente em áreas como big data, sustentabilidade e empreendedorismo, continua a crescer, criando oportunidades de expansão para o programa.

9.1.3. Opportunities. (EN)

Portugal's Attractiveness: Portugal is becoming an increasingly attractive destination for international students and faculty, enhancing Nova SBE's ability to strengthen its internationalization and mobility efforts.

Strategic Partnerships: There is potential for better leveraging relationships with leading international institutions. Current agreements with international higher education institutions (HEIs) in key markets could lead to expanded partnerships, benefiting the PhD program

Growing Global Interest: The demand for highly specialized management education, particularly in areas like big data, sustainability, and entrepreneurship, continues to rise, providing opportunities for program growth.

9.1.4. Threats. (PT)

Dificuldade na Contratação de Docentes Internacionais: Restrições legislativas dificultam a contratação de professores internacionais de topo, o que pode limitar a capacidade da Nova SBE de expandir a sua base global de docentes.

Redução do Financiamento Estatal: A diminuição do financiamento estatal para programas de doutoramento em Portugal cria um ambiente financeiro desafiador para atrair e reter candidatos ao doutoramento.

Instabilidade Económica e Política: Incertezas económicas, especialmente na Europa, podem impactar a inscrição de estudantes internacionais, afetando o financiamento e os recursos do programa. Além disso, fatores políticos, como regulamentos de vistos e restrições de mobilidade, podem representar desafios à manutenção de um corpo estudantil diversificado e internacional.

9.1.4. Threats. (EN)

Difficulty Hiring International Faculty: Legislative restrictions make it difficult to hire top international professors, which could limit Nova SBE's ability to further enhance its global faculty base.

Reduced State Funding: Decreasing state funding for doctoral programs in Portugal creates a challenging financial environment for attracting and retaining PhD candidates.

Economic and Political Instability: Economic uncertainties, especially in Europe, could impact international enrollment, affecting program funding and resources. Additionally, political factors such as visa regulations and mobility restrictions could pose challenges to sustaining a diverse and international student body.

9.2. Proposed improvement measures.**9.2.1. Improvement measures. (PT)**

1. Reduzir o Tempo de Conclusão do Doutoramento: Reestruturar o programa para otimizar o tempo de conclusão, introduzindo revisões regulares de progresso, oferecendo suporte mais estruturado em fases críticas, como a redação da tese, e estabelecendo mecanismos de feedback entre orientadores e estudantes.

2. Aumentar o Apoio Financeiro aos Estudantes de Doutoramento: Garantir mais financiamento para bolsas, ampliando parcerias com a indústria e organizações internacionais. Explorar novas fontes de financiamento, incluindo subsídios de pesquisa e patrocínios de empresas.

3. Reforçar a Visibilidade do Programa: Aumentar os esforços de marketing para promover o programa de doutoramento em mercados internacionais estratégicos, atraindo melhores estudantes internacionais. Desenvolver uma estratégia de divulgação internacional que inclua participação em conferências globais, parcerias com instituições renomadas e melhorias na presença online.

4. Reforçar o Envolvimento de Alumni e a Coleta de Dados: Fortalecer a rede de alumni e melhorar os processos de coleta de dados para obter informações sobre as trajetórias de carreira dos graduados e o seu sucesso a longo prazo, fortalecendo a sua ligação ao doutoramento.

Submission of application | Evaluation/Accreditation of Operating SC

9.2.1. Improvement measures. (EN)

1. *Reduce PhD Completion Time: Restructure the program to optimize the time to completion by introducing regular progress reviews, providing more structured support during critical phases such as thesis writing, and establishing regular feedback mechanisms between supervisors and students.*
2. *Increase Financial Support for PhD Students: Secure more funding for scholarships by enhancing partnerships with industry and international organizations. Explore new funding sources, including research grants and sponsorships from companies.*
3. *Enhance Program Visibility: Increase marketing efforts to promote the PhD program in key international markets, in order to attract better international students. Develop an international outreach strategy that includes participation in global conferences, partnerships with renowned institutions, and improved online presence.*
4. *Enhance Alumni Engagement and Data Collection: Strengthen the alumni network and improve data collection processes to gain insights into graduates' career paths and long-term success, and strengthen their connection with the program.*

9.2.2. Priority (high, medium, low) and time to implement each measure. (PT)

1. *Alta; 12 a 18 meses*
2. *Alta; 24 meses*
3. *Média; 12 meses*
4. *Alta; 12 meses*

9.2.2. Priority (high, medium, low) and time to implement each measure. (EN)

1. *High; within 12 to 18 months*
2. *High; within 24 months*
3. *Medium; within 12 months*
4. *High; 1 year*

9.2.3. Implementation indicator(s). (PT)

1. *Redução do tempo médio de conclusão para menos de 6 anos; Número de revisões de progresso realizadas; Taxas anuais de conclusão.*
2. *Número de novas bolsas disponíveis; Percentagem de estudantes a receber apoio financeiro; Montante de financiamento externo obtido anualmente.*
3. *Número de candidatos internacionais de alta qualidade; Aumento de parcerias globais; Análise de tráfego no website; Participação em conferências internacionais.*
4. *Número de alumni que participam em inquéritos anuais.*

9.2.3. Implementation indicator(s). (EN)

1. *Average completion time reduced to under 6 years. Number of progress reviews implemented and annual completion rates.*
2. *Number of new scholarships available, percentage of students receiving financial support, and amount of external funding secured annually.*
3. *Number of top quality international applicants. Increase in global partnerships, website traffic analytics, and participation in international conferences.*
4. *Number of alumni participating in annual surveys*