Curriculum Vitae

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| Informazioni personali |

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| Name, Surname |  | **Marini Giulio, phd.**  |  |
| e-mail |  | g.marini@ucl.ac.uk  |
| ORCID |  | <https://orcid.org/0000-0002-3259-2309>  |
| Google Scholar |  | <https://scholar.google.pt/citations?hl=en&user=URXCbOsAAAAJ>  |
| SCOPUS profile |  | <https://www.scopus.com/authid/detail.uri?authorId=57188987130>  |
| Nazionalita’  |  | Italiana  |
| Luogo di Nascita |  | Firenze |

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| Titoli di Studio e formazione |
|  | Settembre 2005 - Ottobre 2008  |
|  | PhD in Ricerca Applicata nelle Scienze Sociali [RASS], Dipartimento di Sociologia e Comunicazione [DISC], “Sapienza” University of Rome |
|  | Major: “The evaluation of active labour policies” |
|  | Gennaio 2003 – Gennaio 2004 |
|  | Master di secondo livello “Fonti e Metodi per la Ricerca Sociale”, Facolta’ di Statistica, “Sapienza” University of Rome |
|  | 60 ECTF  |
|  | Ottobre 1997 - Maggio 2002 |
|  | Laurea Vecchio Ordinamento in Sociologia del Lavoro, Faculta’ di Sociologia, “Sapienza” University of Rome  |
|  | 110/110 cum laude  |

**Posizione attuale**

Ricercatore TDb, Universita’ di Catania, Dipartimento Di Economia e Impresa DEI – (SC 13/B3) (tempo definito)

Associate Editor di *Studies in Higher Education* (“riv. Fascia A” per criteri ANVUR)

Membro dell’Editorial Board of *European Journal of Higher Education*

**Occupazioni precedenti**

* 2020 Lecturer (Teaching) at Social Research Institute UCL, Quantitative Social Sciences (permanent, Part-time).
* Associate Editor of “European Journal of Higher Education” (Taylor & Francis), since January 1st 2019 until March 2022
* 2016-2020 Research Associate at the Centre for Global Higher Education, Institute of Education UCL, London UK.
* 2016 – post doc researcher at Scuola Normale Superiore, Florence, Italy
* 2013-2015 Post-doc researcher at Cipes (The Center for Research in Higher Education Policies), Porto, Portogallo
* 2011-2013 Assegnista presso Ceris-CNR, Roma, Italia.
* 2002-2011 Professore a contratto, cultore di materia, e assistente presso diverse cattedre presso la Sapienza

Periodi di “Visiting Scholarship” internazionali

# Aprile 2023 – University of Hong Kong (postposto causa Covid)

# Settembre 2012 – Dicembre 2012, Universidad Autónoma de Madrid, Faculdad de Ciencia Económicas y Empresariales, Dept Estructura Económica y Economía del Desarollo, EU-SPRI network for the mobility of phd students and post-docs.

# Novembre 2011, Université Paris-Est Marne-la-Vallée, Unité de Formation et de Recherche “Sciences humaines et sociales", tutorship di Catherine Paradeise

* Marzo 2008 – Ottobre 2008, Universidad Carlo III de Madrid (Getafe), Departamento de Evaluación y Ciencia Políticas. Tutorship by Constanza Tobio Soler
* Novembre 2006, London School of Economics, Department of Social Policy

Esperienza nella Didattica

* Responsabile di corso:
* CGHE Summer School 2017
* Materie insegnate:
* 2021-(2024) Final Dissertation SSQM (Social Science Quantitative Methods) at SRI IoE UCL (30 credits)
* 2020- Higher Management and Business Analytics. MBA in Higher Education Management (submitted as proposal), IoE UCL
* 2015-2016 – Quantitative Methods for Marketing and Business. ESCP Business School, London Branch (40hours).
* 2009-2010 -- Analysis of Globalization processes (6CFU 48hours), Faculty of Sociology, Ma course, Sapienza University (professore a contratto)
* 2009-2010 -- Globalization processes – Corso di Alta Formazione «Creativity and Enterprise», Sapienza University of Rome
* 2005-2008 – Collecting and Analysing Shadowing fir UGs – Sapienza University
* Interventi per singole lezioni, esami, e seminari
* 2017-2020 (IoE UCL) Regressions with STATA; Sociology; Discovering Qualitative and Quantitative Research Methods; Impact Evaluation Methods; Introduction to Regression Analysis; Advanced Regression Analysis; Understanding the Policy Process; Social Change Within Contemporary Society (at Social Research Institute UCL); International Higher Education; Comparative Education in Europe (at IoE EPS)
* 2019 - Big Data and Business Analytics in Higher Education – Leadership in Higher Education (UCLC)
* 2008-2009 -- Governance Locale e Sociologia dell’Amministrazione, Sapienza
* 2002-2003 until 2006-2007 Sociologia del Lavoro – Educational Research Laboratory, Sapienza University
* 2004-2005 to 2007-2008, Tutorships applicato nell’Educational Research, Sapienza
* 2004-2005 to 2007-2008, Laboratorio di Dinamiche di Gruppo, Sapienza
* 2000-2001 to 2007-2008, Sociologia del Lavoro, Sapienza
* Lezioni a livello dottorale
* 2015. PhD Module: Organizational Theory. Birkbeck College, London
* Supervisione di PhD presso IoE UCL dal 2017 (5 dottorandi in totale; 1 come principal supervisor da Settembre 2021).
* Membro del Collegio Dottorale presso IoE UCL dal 2017.
* External Examiner at MA level in Inghilterra

**Qualifiche professionali**

* Membro di ASSIOA (Associazione Italiana di Organizzazione Aziendale)
* Società Italiana di Sociologia Economica SISEC – Membro Strutturato
* Chartered Institute of Personnel and Development (CIPD) – Academic Fellow level
* Higher Education Academy – Fellowship (under peer review)
* British Academy of Management
* Society for Research into Higher Education

**Pubblicazioni in itinere**

* (2023) Whitchurch C., Locke W., Marini G. *Academic Staff Re-forming for a Changing World,*Bloomsbury Book Series. [accepted, in press for 2023]
* (2023) Marini G. The unequal strife for representation in professional organizations. The University and College Union in English research-intensive universities. *Higher Education Forum* [accepted. Online on March 2023
* (2023) Marini G., Meschitti V. Do funding schemes help ameliorate publications? An analysis among Italian academics who won FIRB and ERC. *Sociologia del Lavoro* [accepted]
* (2023) Marini G. Xin X., Big fishes in a big pond. A comparison between foreign and Chinese academics’ research influence in mainland China. *International Journal of Chinese Education* [accepted] https://doi.org/10.1177/2212585X221145244
* (2023) Marini G, Henseke G. XXXXX Special Issue for Studies in Higher Education [under peer review]
* (2023) Marini G., Meschitti V. XXXXX Feminist Economics (under peer review)

**Pubblicazioni (dal 2015)**

**Articoli su riviste**

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| --- |
| 1. (2022). Marini, G. International co-authored publications: The effect of joining the European Union or being part of the European Research Area. Hungarian Educational Research Journal. doi:[10.1556/063.2022.00192](http://doi.org/10.1556/063.2022.00192)
 |
| 1. (2022). Meschitti, V., & Marini, G. The balance between status quo and change when minorities try to access top ranks: a tale about women achieving professorship. Gender in Management: An International Journal. doi:[10.1108/gm-04-2022-0141](http://doi.org/10.1108/gm-04-2022-0141)
 |

1. (2022) Marini G. Broadening our understanding of “international academic staff”: Nationality as a new marker of diversity in UK higher education. *International Higher Education* (111), 25-26 doi:10.36197/IHE.2022.111.12
2. (2022) Xin Xu, Andrea Braun Střelcová, Giulio Marini, Futao Huang, Yuzhuo Cai. *International Higher Education* (111), 25-26 doi:10.36197/IHE.2022.111.14
3. (2022) Marini, G., & Oleksiyenko, A. [Academic freedom in the re-imagined post-Humboldtian Europe](https://iris.ucl.ac.uk/iris/publication/1964183/28). *Higher Education Quarterly*. doi:10.1111/hequ.12405
4. (2022) Xin Xu, Andrea Braun Střelcová, Giulio Marini, Futao Huang, Yuzhuo Cai. *European Journal of Higher Education*, <https://doi.org/10.1080/21568235.2022.2074865>
5. (2022) Marini G. The employment destination of PhD-holders in Italy: non-academic funded projects as drivers of successful segmentation, European Journal of Education. <https://doi.org/10.1111/ejed.12495>
6. Whitchurch C., Locke W., Marini G. (2021) Challenging career models in higher education: the influence of internal career scripts and the rise of the “concertina” career *Higher Education* <https://doi.org/10.1007/s10734-021-00724-5>
7. Yang L., Marini G. (2021) Globally-bred Chinese Talents returning home: an analysis of a reverse brain-drain flagship policy, *Science and Public Policy* <http://doi.org/10.1093/scipol/scab021>
8. Marini, G. (2020). [Coercive and mimetic isomorphism as outcomes of authority reconfigurations in French and Spanish academic career systems.](https://iris.ucl.ac.uk/iris/publication/1809583/1) *Policy Reviews in Higher Education*, 1-20. doi:10.1080/23322969.2020.1806726
9. Marini, G., Meschitti, V. (2019). [Correction to: The trench warfare of gender discrimination: evidence from academic promotions to full professor in Italy (Scientometrics, (2018), 115, 2, (989-1006), 10.1007/s11192-018-2696-8).](https://iris.ucl.ac.uk/iris/publication/1621644/1) *Scientometrics*, doi:10.1007/s11192-018-2983-4
10. Marini, G., Yang, L. (2019). [Research Productivity of Chinese Young Thousand Talents.](https://iris.ucl.ac.uk/iris/publication/1638812/1) *International Higher Education*, doi:10.6017/ihe.2019.97.10944
11. Marini, G. (2018). [A PhD in social sciences and humanities: impacts and mobility to get better salaries in an international comparison.](https://iris.ucl.ac.uk/iris/publication/1534160/1) *Studies in Higher Education*, doi:10.1080/03075079.2018.1436537
12. Marini, G. (2018). [Higher education staff and Brexit. Is the UK losing the youngest and brightest from other EU countries?.](https://iris.ucl.ac.uk/iris/publication/1573890/1) *Tertiary Education and Management*, doi:10.1080/13583883.2018.1497697
13. Marini, G., Meschitti, V. (2018). [The trench warfare of gender discrimination: evidence from academic promotions to full professor in Italy.](https://iris.ucl.ac.uk/iris/publication/1541135/1) *Scientometrics*, doi:10.1007/s11192-018-2696-8
14. Marini, G. (2018). [Tools of individual evaluation and prestige recognition in Spain: how sexenio ‘mints the golden coin of authority’.](https://iris.ucl.ac.uk/iris/publication/1534159/1) *European Journal of Higher Education*, doi:10.1080/21568235.2018.1428649
15. Marini, G. (2017). [Martin J. Finkelstein, Valerie Martin Conley and Jack H. Schuster the faculty factor: Reassessing the American Academy in a turbulent era.](https://iris.ucl.ac.uk/iris/publication/1421544/1) *Higher Education*, doi:10.1007/s10734-017-0144-y
16. Marini, G. (2017). [New promotion patterns in Italian universities: Less seniority and more productivity? Data from ASN.](https://iris.ucl.ac.uk/iris/publication/1207431/1) *Higher Education*, 73 (2), 189-205. doi:10.1007/s10734-016-0008-x
17. Marini, G. (2017). [Re-becoming universities? Higher education institutions in network knowledge societies.](https://iris.ucl.ac.uk/iris/publication/1421541/1) *Comparative Education*, 1-2. doi:10.1080/03050068.2017.1361237
18. Marini, G. (2016). [Erratum to: New promotion patterns in Italian universities: Less seniority and more productivity? Data from ASN (Higher Education, (2017), 73, 2, (189-205), 10.1007/s10734-016-0008-x).](https://iris.ucl.ac.uk/iris/publication/1541747/1) *Higher Education*, 73 (2), 207. doi:10.1007/s10734-016-0018-8
19. Marini, G., Reale, E. (2016). [How does collegiality survive managerially led universities? Evidence from a European Survey.](https://iris.ucl.ac.uk/iris/publication/1519338/7) *European Journal of Higher Education*, 6 (2), 111-127. doi:10.1080/21568235.2015.1070676
20. Marini, G., Pedro, Videira., Teresa, Carvalho. (2016). [Is New Public Management Redefining Professional Boundaries and Changing Power Relations Within Higher Education Institutions?.](https://iris.ucl.ac.uk/iris/publication/1207434/1) *Journal of the European Higher Education Area*,
21. Seeber, M., Lepori, B., Montauti, M., Enders, J., de Boer, H., Weyer, E., ...Mathisen, G.N. (2015). [EUROPEAN UNIVERSITIES AS COMPLETE ORGANIZATIONS? UNDERSTANDING IDENTITY, HIERARCHY AND RATIONALITY IN PUBLIC ORGANIZATIONS.](https://iris.ucl.ac.uk/iris/publication/1519207/3) *PUBLIC MANAGEMENT REVIEW*, 17 (10), 1444-1474. doi:10.1080/14719037.2014.943268
22. Marini, G., Reale, E. (2014). [La valutazione e i suoi effetti sull'università: una comparazione fra Italia e Francia.](https://iris.ucl.ac.uk/iris/publication/1520277/13) *RIV Rassegna Italiana di Valutazione*, (55), 151-170. doi:10.3280/riv2013-055009

**Capitoli di libri**

1. Fumasoli T., Marini, G. (2022). The irresistible rise of managerial control? The case of workload allocation models in UK universities. In Sarrico C., Rosa M., Carvalho T. (Eds.). Research Handbook on Academic Careers and Managing Academics, Elgar. <https://doi.org/10.4337/9781839102639.00032>
2. Marini, G., Locke, W. (2021). [The rapid increase in faculty from the European Union in UK higher education institutions and the possible impact of Brexit.](https://iris.ucl.ac.uk/iris/publication/1850694/1) In *International Faculty in Asia in comparative global perspective.* Springer.
3. Marini, G. (2019). [Field of Higher Education Research, Southern Europe (Italy, Portugal, Spain, Greece).](https://iris.ucl.ac.uk/iris/publication/1556135/1) In Teixeira, P., Shin, J. (Eds.), *Encyclopedia of International Higher Education Systems and Institutions.* Springer.
4. Marini, G., Reale, E. (2017). [The Transformative Power of Evaluation on University Governance.](https://iris.ucl.ac.uk/iris/publication/1421546/1) In Enders, J., Lepori, B., Bleiklie, I. (Eds.), *Managing Universities Policy and Organizational Change from a Western European Comparative Perspective.* (pp. 107-137). Springer.
5. Marini, G. (2014). [Mafias and anti-mafias: a social capital approach.](https://iris.ucl.ac.uk/iris/publication/1519373/1) In Feickert, S., Haut, A., Sharaf, K. (Eds.), *Faces of Communities Social Ties between Trust, Loyalty and Conflict.* Göttingen: Vandenhoeck & Ruprecht unipress.

**Poster**

1. Marini, G. (2018). [Academic Freedom in a Globalising Era: the Intangible Asset of Higher Education.](https://iris.ucl.ac.uk/iris/publication/1573891/1) Presented at: 2018 CHER Conference Moscow, Russian Federation.

**Report**

1. Marini, G., Xu, X., G. (2021) [“The Golden Guests”? International Faculty in Mainland Chinese Universities](https://srhe.ac.uk/wp-content/uploads/2021/10/SRHE-Research-Report_Marini_Xu_Oct-2021_Final.pdf). Society for Research into Higher Education
2. Paquer, A. et al. (Eds.) (2021). [Enseignement supérieur et recherche : il est temps d’agir!.](https://iris.ucl.ac.uk/iris/publication/1857309/1) 59, rue La Boétie - 75008 Paris: Institut Montaigne.
3. Marini, G. (2018). [Consequences of Brexit on staff in Medicine and related disciplines in Higher Education sector. Time series analyses from HESA data.](https://iris.ucl.ac.uk/iris/publication/1570775/1) London .
4. Marini, G., Reale, E., Aycan, Z. (2014). [The impact of PhDs in Social Sciences and Humanities PhD.](https://iris.ucl.ac.uk/iris/publication/1519351/1) .

**Working/Discussion Paper**

1. Marini, G. (2021). [Joining the European Union as an advantage in science performativity. A quasi-experimental study.](https://iris.ucl.ac.uk/iris/publication/1858230/1) London: UCL.
2. Marini, G., Meschitti, V. (2021). [The effect of being awardees for academic careers. ERC and FIRB recipients’ outcomes compared to ordinary academics – performances and promotions.](https://iris.ucl.ac.uk/iris/publication/1855537/1) London .
3. Marini, G. (2021). [The employment destination of PhD-holders in Italy: non-academic funded projects as drivers of successful segmentation.](https://iris.ucl.ac.uk/iris/publication/1866816/1) London: UCL.
4. Marini, G., Yang, L. (2021). [The research productivity of Chinese academic returnees from the Global West: An evaluation of Young 1000 Talents recipients’ productivity.](https://iris.ucl.ac.uk/iris/publication/1843605/1)
5. Marini, G. (2020). [Big data, Artificial Intelligence and Higher Education Management.](https://iris.ucl.ac.uk/iris/publication/1811095/1) .
6. Whitchurch, C.M., Locke, W., Marini, G. (2019). [A Delicate Balance: Optimising Individual Aspirations and Institutional Missions in Higher Education..](https://iris.ucl.ac.uk/iris/publication/1616531/1) London .
7. Marini, G., Whitchurch, C., Locke, W. (2019). [The future higher education workforce in locally and globally engaged higher education institutions: a review of literature on the topic of ‘the academic workforce’.](https://iris.ucl.ac.uk/iris/publication/1846418/1) London .
8. Marini, G. (2018). [International co-authorships and the role of the European Union as a funder: an Eastern European perspective.](https://iris.ucl.ac.uk/iris/publication/1570773/1) London .
9. Marini, G. (2014). [Italy’s New Requirements for Academic Careers: The New Habilitation and its Worthiness.](https://iris.ucl.ac.uk/iris/publication/1519354/1) .
10. Marini, G., Locke, W., Whitchurch, C. (2019). [The future higher education workforce in locally and globally engaged higher education institutions: a review of literature on the topic of ‘the academic workforce’.](https://iris.ucl.ac.uk/iris/publication/1616530/1) London: CGHE.

**Conference abstract / “invited talks” (ultimi 8 years)**

1. Marini G. (2022) Overcoming Overeducation. An Analysis of PhD-holders' salary advantage against Master Graduates in the UK. ECER. Yerevan, Armenia [accepted].
2. Marini G. (2022) What does last of doctoral supervision? “Retrospective assessment of doctoral education as prediction of employment destinations. Pilot evidence from Chinese nationals who got a PhD in the UK some 10 years ago”. 8th Postgraduate Supervision Conference. CAHE Stellenbosch University, South Africa (online) Transitions, trajectories and transformations in postgraduate supervision: The times they are a changing.
3. Marini G. (2022). ““Non-academic Funders and Successful Exit from Academia: A good Way to Be a Post-doc” “Ideas, Debates, and More: Meeting of European and Asian Higher Education Researchers” University of Hong Kong. March 31st.
4. Marini G., Pustelnikovaite T. (2022). “Not all foreigners are strangers. Cultural differences within international academics in the UK”. International Academics in a Global and Comparative Perspective, University of Hiroshima;
5. Xin Xu, Andrea Braun Střelcová, Marini G., Futao Huang, & Yuzhuo Cai (2022). “International Academics in Mainland China: What Do We Know and What Do We Need to Know?” International Academics in a Global and Comparative Perspective, University of Hiroshima
6. Marini, G. (2021). [“Is it still worth?” Employment trajectories of staff in British non-Russell Group universities.](https://iris.ucl.ac.uk/iris/publication/1851630/1) Worcester Business School Doctoral Seminars, March 3rd.
7. Marini, G. (2021). [Academic Freedom and societal values.](https://iris.ucl.ac.uk/iris/publication/1857490/1) Copenhagen, Denamrk
8. Xu X., Marini G. (2021) Mobi”lity of International Faculty to Chinese Universities: Motivations and Challenges” <https://www.bera.ac.uk/conference/bera-conference-2021>.
9. Marini, G., Yang, L. (2021). [China’s Young Talents Programs. How do returnees perform?](https://iris.ucl.ac.uk/iris/publication/1868954/1) CGHE Seminar
10. Marini, G., Whitchurch, C., Locke, W. (2021). [Whither the Academic Profession?.](https://iris.ucl.ac.uk/iris/publication/1860480/1) Marini, G., Whitchurch, C., Locke, W. (2020). [CGHE 2020 Annual Conference webinar: Academic work and careers online and offline.](https://iris.ucl.ac.uk/iris/publication/1811108/1)
11. Marini, G., Meschitti, V. (2020). [Equality in academia.](https://iris.ucl.ac.uk/iris/publication/1836987/1)
12. Marini, G., Meschitti, V. (2020). [Promotion patterns in academia: balancing between change and status quo.](https://iris.ucl.ac.uk/iris/publication/1743193/1)
13. Marini, G., Xu, X. (2020). [The mobility of international faculty to China: Motivations, challenges, and future patterns.](https://iris.ucl.ac.uk/iris/publication/1836700/1)
14. Marini, G. (2020). [What shall we do with all these PhD-holders? How to incentivise non-academic careers.](https://iris.ucl.ac.uk/iris/publication/1811096/1)
15. Marini, G., Whitchurch, C., Locke, W. (2019). [A Delicate Balance: Optimising individual aspirations and institutional missions in higher education.](https://iris.ucl.ac.uk/iris/publication/1846419/1)
16. Marini, G. (2019). [Determinants of employment destinations of PhD holders: industrial sectors and economic conditions.](https://iris.ucl.ac.uk/iris/publication/1743192/1)
17. Marini, G., Xu, X. (2019). [Establishing an Academic Career as 外国人 (Wàiguó Rén) in Mainland China: International Faculty's Relocation and Engagement in Chinese Research Universities.](https://iris.ucl.ac.uk/iris/publication/1743190/1)
18. Marini, G., Whitchurch, C., Locke, W. (2019). [The future higher education workforce in locally and globally engaged Higher Education Institutions.](https://iris.ucl.ac.uk/iris/publication/1846458/1)
19. Marini, G. (2019). [Academic Freedom and Political Legitimation in a Contemporary Globalised World.](https://iris.ucl.ac.uk/iris/publication/1743195/1)
20. Marini, G., Locke, W., Whitchurch, C.M. (2018). [Academic careers: milestones and options on a critical path.](https://iris.ucl.ac.uk/iris/publication/1606929/1)
21. Marini, G., Locke, W., Whitchurch, C. (2018). [Academic staffing policies in UK universities and the agency of individuals.](https://iris.ucl.ac.uk/iris/publication/1579105/1)
22. Marini, G. (2018). [International scientific collaborations and the Chinese Belt and Road Initiative (BRI). A bibliometric assessment of the research component of BRI geopolitical strategy.](https://iris.ucl.ac.uk/iris/publication/1599326/1)
23. Marini, G., Whitchurch, C., Locke, W. (2018). [The future higher education workforce in locally and globally engaged HEIs.](https://iris.ucl.ac.uk/iris/publication/1846459/1)
24. Marini, G., Meschitti, V. (2018). [The gender promotion gap in Italy.](https://iris.ucl.ac.uk/iris/publication/1599303/1)
25. Marini, G. (2018). [The study of the Universities under Transformation in Europe (TRUE project). A posteriori reflections.](https://iris.ucl.ac.uk/iris/publication/1570771/1)
26. Marini, G., Whitchurch, C., Locke, W. (2018). [The impact of a changing academic profession on career paths and aspirations.](https://iris.ucl.ac.uk/iris/publication/1534162/1)
27. Marini, G., Locke, W., Whitchurch, C. (2017). [“A turn of the screw?” The changing division of labour in British universities and the re-engineering of academic work.](https://iris.ucl.ac.uk/iris/publication/1421545/1)
28. Marini, G. (2017). [Determining PhD holders’ salaries in social sciences and humanities: ‘impact’ counts.](https://iris.ucl.ac.uk/iris/publication/1519375/1)
29. Marini, G. (2017). [Public Intellectuals in universities as generators of Common Good in post-truth societies.](https://iris.ucl.ac.uk/iris/publication/1421543/1)
30. Marini, G., Locke, W., Whitchurch, C. (2017). [The implications of a diversifying workforce for higher education systems, institutions and individuals.](https://iris.ucl.ac.uk/iris/publication/1517639/1)
31. Marini, G. (2017). [The Symbolic Capital of English HE institutions at the wake of Brexit “negotiations”. Institutional strategies to guard against “isolationism”.](https://iris.ucl.ac.uk/iris/publication/1520288/1)
32. Marini, G. (2016). [The trajectory of Republic of Ireland higher education system. Past and forward-looking policies.](https://iris.ucl.ac.uk/iris/publication/1207433/1)
33. Marini, G. (2015). [From the “boys’ club” toward “a player of the managerial university.](https://iris.ucl.ac.uk/iris/publication/1519356/1)
34. Marini, G., Reale, E. (2014). [Evaluation as a determinant of changes in recruitment and career advancements: cases from Italy, France and Spain.](https://iris.ucl.ac.uk/iris/publication/1520275/1)
35. Marini, G., Carvalho, T., Videira, P. (2015). [The rise of blended professionals in higher education systems: empirical evidence from a survey in Portuguese higher education system.](https://iris.ucl.ac.uk/iris/publication/1519357/1)

**Conference paper (testo)**

1. Marini, G. (2015). [Tightening and loosening in changing organizations: theoretical analysis for the governance of higher education systems.](https://iris.ucl.ac.uk/iris/publication/1519355/1)
2. Marini, G. (2014). [New Career Ladder patterns in Italian universities: habilitation through indicators of performance, age and ranks of positions.](https://iris.ucl.ac.uk/iris/publication/1519360/1)
3. Marini, G., Reale, E. (2014). [The transformative power of research evaluation: effects on University governance and practices.](https://iris.ucl.ac.uk/iris/publication/1520274/1)

**Dataset**

* (2020). [The future workforce in locally and globally engaged higher education institutions, qualitative data 1960-2020.](https://iris.ucl.ac.uk/iris/publication/1846185/1)

**Pubblicazioni su internet**

1. Baker, S. (2022) [Fewer early career researchers heading to UK from European Union](https://www.timeshighereducation.com/news/fewer-early-career-researchers-heading-uk-european-union). [Digital scholarly resource]. Retrieved from: <https://www.timeshighereducation.com/news/fewer-early-career-researchers-heading-uk-european-union>
2. Baker, S. (2021). Ageing workforce in non-science fields ‘not good news’ for UK [Digital scholarly resource]. Retrieved from: https://www.timeshighereducation.com/news/ageing-workforce-non-science-fields-not-good-news-uk
3. (2021) How Brexit Is Transforming the UK’s STEM Community. The Scientist <https://www.the-scientist.com/careers/brexit-s-effects-on-the-uk-stem-community-69316>
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