



ANNUAL RESEARCH REPORT



2023

bru _ iscte

Business Research Unit

Director: Maria de Fátima Salgueiro

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Welcome Address

2023 Overview



2023 was marked by the **relocation of our facilities to the Iscte - Knowledge and Innovation (CVTT)** building – a state-of-the-art infrastructure that houses Iscte's research services. We took this change as an opportunity to encourage our work and make steady growth a strategic priority under the motto of digital transformation.

We are proud to celebrate our continued efforts in promoting the **EUR 933 thousand** from competitive calls, securing in particular **3 FCT Scientific Employment contracts, 2 individual junior researcher contracts** and **1 institutional contract** with the SocioDigital Lab for a new Data Science researcher.

It was a fulfilling year as we advanced our mission of conducting excellent research, delivering world-class doctoral training, and actively engaging with society on widely relevant topics.

One especially noteworthy achievement was the publication of the White Paper “*Where to Publish? Where not to Publish?*”, which directly impacted Iscte’s in-house policies at the Rectorate level. This publication was able to bridge a chasm between research and practice and influence issues on publication ethics, raising Iscte’s standards to international practices.

Another memorable accomplishment in 2023 was the 10th Responsible Management Education Research (RMER) Conference, co-organised by BRU-Iscte in partnership with Iscte Business School and Audax-Iscte. The three-day event took place between September 26-28, at Iscte, marking the 10th jubilee anniversary of RMER Conferences.

Throughout the year, researchers from around the world have both awed and enlightened us – and our own were no exception. Sandra Loureiro and Fernando Ferreira were ranked among the 2% most influential scientist in their respective fields by Stanford University, attesting to the high quality of BRU-Iscte’s scientific production.

2023 was a productive year, with an output of over **370 peer-reviewed publications** – from books to book chapters, journal articles and papers in conference proceedings –, and over **200 dissemination activities** – from summer schools to media outreach, non-academic engagement, and other knowledge transfer activities.

Maria de Fátima Salgueiro
Director of Business Research Unit

BRU-Iscte

The Research Unit



Founded in 1994

Multidisciplinary research unit spanning key Business areas

184

Researchers in 2023

3 PhD Programmes



PhD in Economics



PhD in Finance



PhD in Management

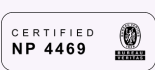
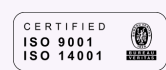
1 DBA Programme

Institutional Affiliations



SOCIODIGITAL LAB
FOR PUBLIC POLICY
Associate Laboratory

Business School Acreditations and Rankings



Funded by





In 2023, BRU-Iscte has remained focused on its main goal: to establish itself as a leading research unit in the business and economics scientific areas, both in Portugal and in Europe.

Our 3 Interweaving Pillars



Excellence in Research

Develop and improve sound research in core Business areas that further advances the international scientific literature, namely by increasing the number of FT50, ABS4*, ABS4, Q1 (Web of Science or Scimago) publications and international co-authorships.

Engage in innovative research projects in partnership with public and private organisations.

Assess our research societal impact, specifically its alignment with the United Nations' Sustainable Development Goals (SDGs).



Engaging with Society

Use our research capacity to answer the needs of managers and companies, thus developing solutions for specific corporate problems.

Share academic knowledge with the general population beyond academia.



World-class Doctoral Programmes

Provide world-class Doctoral programmes that are able to attract top national and international students.

Contribute to advancing the scientific knowledge and training of junior researchers.

Develop the skills of professionals in the business world, specifically via our DBA programme.

Governance



Maria de Fátima Salgueiro
Director



Jonas Oliveira **João Guerreiro**
Deputy- Director Deputy- Director

INTERNATIONAL SCIENTIFIC ADVISORY BOARD

5 internationally renowned scholars



Fiona Steele



Jacqueline Coyle-Shapiro



Simon Wolfe



Stephen Hall



Xavier Castaner

SCIENTIFIC COMMITTEE

4 researchers elected by the Scientific Council



Alexandra Lopes Fernando Ferreira Helena Isidro Patricia Costa

GROUP COORDINATORS COMMITTEE

Research Group Coordinators

SCIENTIFIC COUNCIL

All eligible researchers
(PhD holders)

PhD 's SCIENTIFIC COMMITTEES

Researchers with PhD
appointed by the PhD
Directors

News about BRU-Iscte Activities



Inauguration of the Iscte Knowledge and Innovation building complex (Iscte-CVTT)

The new Iscte-CVTT building complex houses Iscte's research facilities, which comprise eight research units (including BRU-Iscte) as well as several laboratories and observatories, with the aim of providing integrated knowledge transfer solutions for society, organisations, companies, and public administration. The sustainably renovated construction is equipped with multifunctional modular spaces to promote a collaborative environment in which researchers, students, teachers, citizens, and other stakeholders feel welcome. The building complex was inaugurated on **November 20, 2023**, by the Prime Minister António Costa with the presence of the several other ministers and members of the Government, as well as other esteemed guests.



As part of the occasion, Iscte organised a Science and Technology Day, in which the community, key partners, and stakeholders were able to visit the facilities and get to know ongoing projects.

During the guided tour, BRU-Iscte's involvement was showcased through various projects: UAMschool4cities (Erasmus+ initiative led by BRU-Iscte) was introduced by PI **Sofia Kalakou**; EMPOWER (EU project) was presented by local coordinator **Aristides Ferreira**; RESETTING (EU project) by **Sandra Loureiro**; SmartVitiNet (EU project) by **Sofia Kalakou**, **Margarida Lopes** and **Helena Almeida**; AMR-Educare, (EU project) by **Ana Lúcia Martins**; and kNOwHate (EU project) by BRU-Iscte staff member **Andreia Garcia**, who serves as the project's communication manager. Additionally, BRU-Iscte's involvement in the completed DeSTRESS Erasmus+ project was highlighted by PI **Sílvia Silva** and team members **Ana Patrícia Duarte**, **Francisca Carvalho** and **Francisco Delgado**. Other projects featuring BRU-Iscte's participation, namely XpanDH (EU project led by **Henrique Martins**) and Coop4Int (international project co-coordinated at Iscte by **Maria José Sousa**), were also showcased.

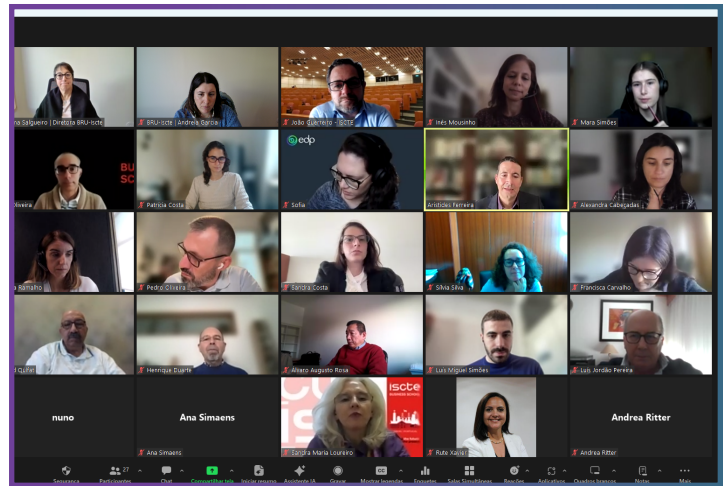


During the open day, representatives from the Portuguese energy company EDP visited Iscte-CVTT facilities and were greeted by BRU-Iscte Director **Fátima Salgueiro** and Deputy-Director **Jonas Oliveira**. BRU-Iscte technological start-up partner EIKKO was also represented at this Open Day.

The event counted with the invaluable support from COM'Investigar, the group of science communication managers from the different Iscte research units, of which BRU-Iscte staff members **Andreia Garcia** and **Cheila Ramalho** are a part.

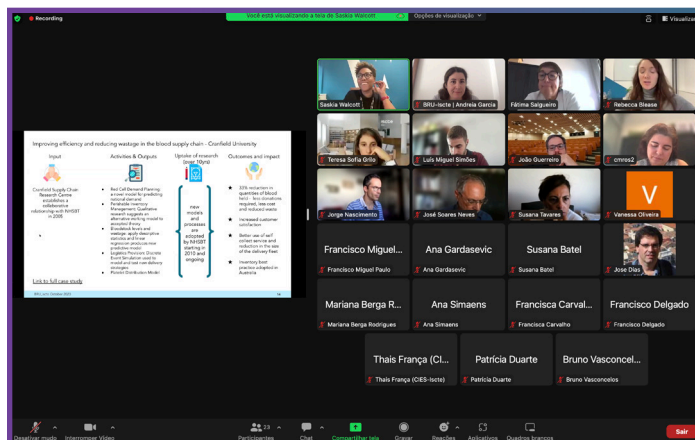
R&B Talks

In 2023, BRU-Iscte launched an initiative to narrow the gap between academic research and business practice: the R&B (Research and Business) Talks. This platform facilitates a collaborative environment where researchers offer scientific insights that can help deal with managerial problems, and companies present challenges for researchers to address. The inaugural R&B Talk happened on **November 7, 2023**, and featured a pairing between BRU-Iscte and EDP to develop a data-driven culture at the company.



Workshops on Research Impact

In 2023 BRU-Iscte invested in training activities to help its researchers improve their skills and maximize the impact and outreach capabilities of their research. As part of that effort, the research unit organised two workshops presented by **Saskia Walcott**, Chief Executive of WCL – a UK-based specialist research impact consultancy. On **October 4, 2023**, BRU-Iscte offered the webinar “A short introduction to achieving (positive) change through academic research”. This webinar offered an introduction to the concept of valorisation, outlining the meaning of ‘impact’ and the reasons it has become an area of activity that academics must now understand and consider as part of their research planning. It showcased examples to illustrate the variety of impact that is possible from business research through mechanisms such as public engagement, policy engagement and business consultancy.



On **October 20**, 2023, BRU-Iscte offered the workshop “*How to progress your research towards societal change*”. BRU-Iscte researchers in attendance were tasked with devising strategies to align their research with positive societal transformation. Throughout the session, participants navigated various exercises aimed at identifying potential beneficiaries of their research and establishing collaborative partnerships essential for fostering impactful change. Additionally, they contemplated ideal collaborators and reflected on practical and epistemological challenges of impact engagement.



Workshops on Science Communication

Between **November 20** and **24**, 2023, Iscte Knowledge and Innovation (Iscte's valorisation centre) and SocioDigital Lab for Public Policy (FCT associate laboratory led by Iscte) jointly organised the Science and Technology Week 2023. This occasion was centred around the reflection and discussion on the current and future states of science and technology through various activities, including workshops and information sessions.

As part of this event, on **November 22**, BRU-Iscte organised a workshop for its researchers on science communication around the theme of "*demystifying science*". The workshop ran with two operating prompts: "*how to write a press release*" and "*media interviews*". The activity was hosted by **António Granado**, professor at NOVA University of Lisbon, School of Social Sciences and Humanities, and journalist **Vasco Trigo**.





Researchers Involved in Iscte Spin-offs

FutureCast Lab

On **April 20**, 2023, the Management & Marketing FutureCast Lab hosted the conference “*How AI (Artificial Intelligence) is Changing Management*”. This hybrid event was held at Iscte and streamed through YouTube, delving into the impact of AI-based technology on organisational innovation. Over 400 people attended in person and online. BRU-Iscte’s researcher and Deputy Director **João Guerreiro** gave a presentation on how teaching must adapt to a new reality resulting from the democratisation of generative AI tools such as ChatGPT. BRU-Iscte researcher **Pedro Dionísio** led the panel discussion in the second part of the event, probing the theme of “*Experiences and Expectations*”, exploring the future direction of AI.



SocioDigital Lab for Public Policy

The thematic lines (TLs) of the FCT associate laboratory SocioDigital Lab for Public Policy (SDLab) underwent some updates in 2023. The BRU-Iscte co-coordinator of TL1 “Regenerative Territories for Carbon Neutrality”, **Catarina Roseta Palma** stepped down, being replaced by **Mónica Meireles** (both researchers from the Economics group). In addition, TL3 “Societal Health” integrated the work of Iscte Health – a transversal initiative from Iscte with a cross-disciplinary intervention span (social sciences, technology, and management) – and gained a new co-coordinator, BRU-Iscte researcher **Henrique Martins** (Management research group).

Later in the year, the SDLab hosted its 2nd conference on **November 28** and **29**, under the theme “*Inclusive Territories for the Green and Digital Transition*”. The event took place in the newly inaugurated Iscte-CVTT building complex and was co-organised by BRU-Iscte researcher **Mónica Meireles**, together with Assunção Gato (DINÂMIA’CET-Iscte) and Susana Batel (CIS-Iscte) – co-coordinators of SDLab’s TL1. BRU-Iscte researchers **Henrique Martins** and **Catarina Roseta Palma** participated in the moderation and in the round table discussions, “*A space for age: more sustainable, inclusive and healthy cities*” and “*Inclusions and transitions: the cross-cutting challenges*”, respectively.

The conference organisation was supported by COM’Investigar, the group of science communication managers from the different SDLab research units, of which BRU-Iscte staff members **Andreia Garcia** and **Cheila Ramalho** are a part.



Research Impact and Alignment with the Sustainable Development Goals (SDGs) III

Through its Sustainability Policy, Iscte recognises (and regulates) its responsibility as a higher education institution to contribute to the SDGs defined by the 2030 Agenda. Specifically, Iscte aims to promote research activity that operationalises the achievement of the goals. For example, the institution allows its researchers to link specific SDGs to their scientific output, whenever they submit an entry in its proprietary information system Ciência-IUL, giving the goals visibility and relevance.



Following the practice of previous years, we asked our researchers at BRU-Iscte to identify the SDGs most relevant to their scientific output, both through Ciência-IUL and through questionnaires. The virtues of this exercise are twofold: it makes researchers reflect upon the goals in connection to their work, and it allows us to map the research unit's scientific production in terms of its overarching foci.

For the year 2023, BRU-Iscte researchers have listed **137 scientific communications**, **167 publications** and **28 projects** having contributed to the SDGs. In addition, our researchers reported **63** doctoral theses concluded in 2023 (PhD and DBA programmes), also contributing to the SDGs.

Following our mapping exercise, we can conclude the following alignment in 2023:



As advocated previously, BRU-Iscte is working on building its interdisciplinary capacity by exploring research trends anchored on the Sustainable Development Goals within each research group and in transversal thematic lines.

BRU-Iscte Team 2023



By the end of 2023, the BRU-Iscte research team comprised **184 members** (including 151 PhD holders) spread out through **7 research groups**: Accounting (17 members); Data Analytics (21 members); Economics (25 members); Finance (18 members); Management (38 members); Marketing (29 members); and Organizational Behavior & Human Resources (36 members). Among these, **99** were integrated members, **52** were associated members, and **33** were research assistants (mainly PhD candidates). In addition, the BRU-Iscte research unit operated with an administrative staff of **five** members.



Aleksandra Marques
PhD Programme
Manager



Andreia Garcia
Science Communication
Manager and DBA
Programme Manager



Cheila Ramalho
Research Funding
Manager
(pre & post award)



Nuno Silva
Research Funding
Manager
(pre & post-award)



Rui Costa Pinto
Project Manager
(post-award)

Research Groups



Following the decision to divide the Marketing & Management group into two separate groups, on February 1, 2023, BRU-Iscte Director, Prof. **Fátima Salgueiro**, appointed new coordinators for the following research groups:

- Accounting research group – **Maria João Major**, Full Professor of the Accounting Department at Iscte;
- Economics research group – **Luís Filipe Martins**, Associate Professor (with habilitation) of the Economics Department at Iscte;
- Management research group – **Teresa Grilo**, Assistant Professor of the Marketing, Operation and Management Department at Iscte; and
- Marketing research group – **Sandra Loureiro**, Full Professor (with habilitation) of the Marketing, Operation and Management Department at Iscte.

The remaining research groups kept their coordinators.



Accounting

Coordinator
Maria João Major
Integrated members: 8
Associated members: 7
Research Assistants: 2



Economics

Coordinator
Luís Filipe Martins
Integrated members: 14
Associated members: 7
Research Assistants: 4



Data Analytics

Coordinator
José Gonçalves Dias
Integrated members: 13
Associated members: 7
Research Assistants: 1



Finance

Coordinator
João Pedro Nunes
Integrated members: 12
Associated members: 4
Research Assistants: 2



Management

Coordinator
Teresa Grilo
Integrated members: 22
Associated members: 9
Research Assistants: 7



Marketing

Coordinator
Sandra Loureiro
Integrated members: 10
Associated members: 11
Research Assistants: 8



Organizational Behavior & Human Resources

Coordinator
Ana Patrícia Duarte
Integrated members: 20
Associated members: 7
Research Assistants: 9

ACCOUNTING

Research Group

Integrated Members



Ana Cristina
Conceição



Ana Isabel Lopes



Daniela Penela



Inna Paiva



Isabel Lourenço



Jonas Oliveira



Maria João Major



Ruben Barros

Associated Members



Ana Simões Ferreira



Cláudio Pais



Dante Júnior



Ílidio Tomás



Mª Antónia Jesus



Paulo Dias

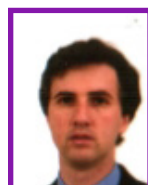


Rogério Serrasqueiro

Research Assistants



João Santos



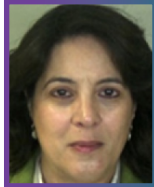
Ricardo Pinto

Data Analytics Research Group

Integrated Members



Abdul Suleman



Ana Sousa Ferreira



Catarina Marques



Elizabeth Reis



Felipa Sampayo



Jorge Sinval



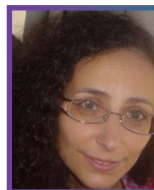
José Dias Curto



José Dias



Fátima Salgueiro



Margarida Saraiva



Paula Vicente



Raul Laureano



Sónia Bentes

Associated Members



Mª Conceição
Figueiredo



Gabriela Silva



Margarida
Cardoso



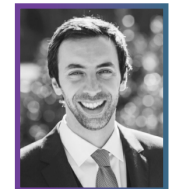
Teresa Calapez



Patricia Filipe



Paula Carvalho



Pedro Ribeiro

Research Assistants



Nuno Santos

Economics Research Group

Integrated Members



Alexandra Lopes



Emanuel Gasteiger



João Madeira



João Leão



Joaquim Ramalho



José Pedro
Pereira



Luis Martins



Catarina Palma



Matteo Fragetta



Mónica Meireles



Nádia Crespo



Nuno Crespo

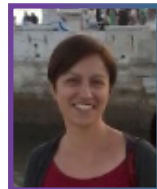


Sandro Mendonça



Sofia Vale

Associated Members



Helena Soares



Henrique Monteiro



João Lopes Costa



Luis Carvalho



Marta Silva



Ricardo Correia



Thomas Greve

Research Assistants



António Rodrigues



Francisco Paulo



Laura Almeida



Luis Casinhas

Finance Research Group

Integrated Members



A. Freitas Miguel



Aricson Cruz



Helena Isidro



João Ruas



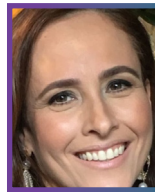
João Pedro Nunes



Paulo Carvalho



José Carlos Dias



Luciana Barbosa



Mª Helena Veiga



Mário Fernandes



Pedro Júdice



Tiago Dutra

Associated Members



João Reis



Jorge Bravo



Luis Laureano



Mohamed Azzim

Research Assistants



Carlos Glória



Luis Ferreira

Management Research Group

Integrated Members



Alexandra Fernandes



Álvaro Rosa



Ana Lúcia Martins



Ana Simaens



Bruno Abrantes



Fernando Ferreira



Henrique Martins



Ieva Meidute



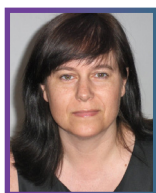
José Martins



Leandro Pereira



Márcia Santos



Mª José Sousa



Marjan Jalali



Nelson António



Paulo Bento



Pedro Falcão



Renato Costa



Renato Pereira



Shaozhuang Ma



Sofia Kalakou



Teresa Grilo



Ulpan Tokkozhina

Associated Members



Carlos L. Cruz



Irene Ciccarino



Isabel Gomes



João Menezes



João Vilas Boas



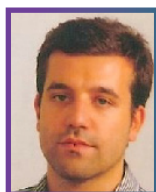
J. Arménio Rego



Luís M. Martins



Margarida Oliveira

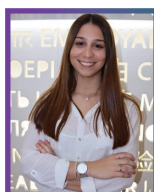


Nuno Araújo

Research Assistants



Alexandra Milici



Helena Almeida



Inês Patrão



João Regra



Margarida Santos



Margarida Lopes



Mª Madalena
Raptopoulos

Marketing Research Group

Integrated Members



Aihoor Aleem



Álvaro Dias



Daniela Langaro



Filipa Pinto



Helena Rodrigues



João Guerreiro



Ricardo Bilro



Rui Vinhas da Silva

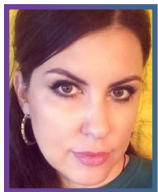


Sandra Loureiro



Sílvia Cavalinhos

Associated Members



Ana Gardasevic



Ana Brochado



Fernando Angelino



Hélia Pereira



José Pedro Dionísio



Luís Miguel



Mª C. Santos



Marta Bicho



Mónica Ferreira



Ralitzia Nikolaeva



Susana Marques

Research Assistants



Andreia Silva



Aoqiao Zhang



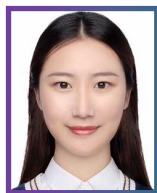
Jorge Nascimento



Marcya Santiago



Mariana Rodrigues



Mengjie Guan



Muhammad A.
Sarwar



Pedro Oliveira

Organizational Behavior & Human Resources Research Group

Integrated Members



A. Catarina Leal



Ana Junça Silva



Ana Passos



A. Patricia Duarte



A. Sofia Oliveira



Andrea Fontes



Aristides Ferreira



Atieh Mirfakhar



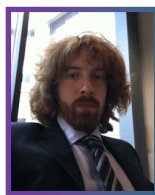
Francisco Nunes



Henrique Duarte



Mª João Velez



Mirko Antino



Nelson Ramalho



Patricia Costa



Sandra Costa



Sara Lopes



Sílvia C. Silva



Sílvia Dello Russo



Susana Santos



Susana Tavares

Associated Members



António Caetano



Filomena Almeida



Mª Teresa Almeida



Sara Ramos



Sílvia Costa



Tatiana Marques



Vírginia Trigo

Research Assistants



Ana Sousa Guedes



Catarina Farinha



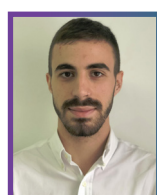
Francisca Carvalho



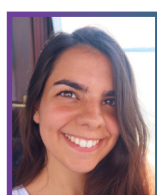
Francisco Delgado



Gu Yang



Luis Simões



Beatriz Esperança



Tiago Aguiar



Vanessa Oliveira

Visiting Researchers

In 2023, BRU-Iscte received **23** visiting researchers from **16** international universities, including **3** visiting doctoral students, **20** visiting scholars and **1** Fulbright Scholar. Their involvement in the academic life of BRU-Iscte was directed towards scientific cooperation, teaching, research seminars and participation in the PhD programme.



Prof. Minye (Michael) Tang



Minye (Michael) Tang is an Assistant Professor of Accounting and Faculty Fellow at Florida International University College of Business, after eight years on faculty at New York University's Stern School of Business. Professor Tang received his PhD from University of Rochester. His research focuses on the interactions between corporations and capital market participants in communicating financial information. His current research interests are Accounting, Financial Reporting, Capital Markets e Governance.

Testimonials from Visiting Researchers



Luisa Delgado Márquez

Period of stay:
01/04/2023 to 30/06/2023

*"I had an exceptionally positive experience during my research stay at BRU-Iscte under the mentorship of Prof. **Sandro Mendonça**. His guidance was instrumental in developing projects with significant potential. Through his network, I had the privilege of meeting several esteemed researchers, including Prof. Cátia Miriam Costa, with whom I shared ideas and collaborated on a joint publication. This opportunity greatly enriched my research experience and contributed to my professional growth.*

Furthermore, the welcome I received at BRU-Iscte was excellent from the very beginning. The institution provided all the necessary resources and support throughout my stay, ensuring a conducive environment for my research activities. This hospitable and supportive atmosphere greatly enhanced the overall experience, allowing me to focus on my work and achieve meaningful outcomes."



Donald Truxillo

Period of stay:
20/05/2023 to 10/06/2023

*"June of 2023 was my third visit to Iscte, including an earlier Fulbright grant in 2017. As always, Iscte feels like a second home, with warm and welcoming colleagues in a stimulating environment. This time I visited as part of my sabbatical, working with **Aristides Ferreira** on an ongoing project related to perceptions of aging at work. I also met with Inês Sousa and Susana Schmitz to discuss our interests in aging at work and our new COST network, LeverAge. And I caught up with old friends and colleagues from over the years. As always, Iscte provides an exceptionally warm and productive research environment for visitors."*



Andrea Caputo

Period of stay:
01/09/2023 to 31/11/2023

*"I spent two months at BRU-Iscte, coming from the Psychology Department of the University of Turin to collaborate with Professors **Aristides Ferreira** and **Patrícia Costa** on the topic of leadership in organisations. Their invaluable scientific guidance was truly enlightening. The continual dialogue in our meetings opened up new research methodologies, approaches, and perspectives for me. This scientific engagement was further enriched by the opportunity to share my research topics with the students of the undergraduate occupational psychology course and with colleagues in the professors' research group. Overall, my stay was profoundly enriching. I am deeply grateful to both professors for welcoming me and integrating me into this international experience."*



Rogerio Ramires

Period of stay:
01/09/2023 to 30/12/2023

*"It was an incredible experience to spend a little over two months as a visiting researcher at BRU-Iscte and work with Prof. **Isabel Lourenço**. From the first day, the reception by all at the Business School was very welcoming, with personalized support. Prof. Isabel guided me in carrying out my doctoral work, following the progress of the research in weekly meetings. I thank my advisor Prof. Bruno Salotti, who actively and collaboratively participated in the regular meetings at all times, and again Prof. Isabel, for all her patience and commitment in the extremely demanding reviews and constructive positioning to obtain improved results. Finally, I thank BRU-Iscte and everyone who participated directly and indirectly in this wonderful journey, rich in culture, education and social exchange experience."*



Marcelo Macedo

Period of stay:
01/12/2023 to 31/05/2024

*"I am very satisfied with my 6-month experience as a visiting researcher at BRU-Iscte. I had the opportunity to work with Professor **Isabel Lourenço**, with whom I exchanged experiences and began developing a research theme involving investor sentiment and the content of conference calls. The work environment at BRU-Iscte is very pleasant and the support staff are always very attentive and available. Finally, I would like to thank the Accounting Department at Iscte Business School for their welcome."*

Scientific Programmes & Activities

Funding Sources

In the year **2023** the funding sources for BRU-Iscte's research activities were more diversified than ever before. Noticeable was a dramatic rise in funds obtained from competitive European projects, including Horizon Europe and other EU programmes.

These results were achieved with essentially the same number of researchers and support staff, which clearly indicates increased productivity levels and a deeper involvement and visibility in international networks, through research consortia. The results may be leveraged in the coming years to attract renewed funding, top researchers and fellowships and lead to top publications and other excellent research outputs and dissemination activities.

	2023
Fundação para a Ciência e a Tecnologia, I.P. - FCT	697 314,89 €
R&D Unit pluriannual funding	306 850,00 €
Project funding	61 828,70 €
Funding for contracts of researchers with PhD	103 205,39 €
Funding for PhD , PostDoc or other fellowships	225 430,80 €
Other national sources	316 031,72 €
Funding received from Participant or Management Institutions (Iscte funds)	241 098,87 €
Other public funding	10 000,00 €
Private funding	7 111,11 €
National public funding with EU funds	57 821,74 €
International sources	676 698,66 €
Horizon Europe	278 678,47 €
Erasmus+	122 992,93 €
Other European Programmes	269 027,26 €
Other European funding sources	6 000,00 €
TOTAL	1 690 045,27 €

Breakdown of BRU-Iscte's funding sources in 2023

Advanced Training

BRU-Iscte coordinates three PhD programmes in Management, Finance, and Economics, the latter in collaboration with Iscte's research unit DINÂMIA'CET. Concurrently, BRU-Iscte offers a Doctor of Business Administration (DBA) programme, in collaboration with Chinese universities accredited by the Chinese Ministry of Education.

In 2023, a total of **63** candidates have graduated from one of these doctoral programmes (**16** from the PhD programme and **47** from the DBA programme) under the supervision of BRU-Iscte integrated or associated members. In addition, these members also supervised **4** additional PhD theses from doctoral candidates of other universities.

Besides being involved in the supervision of doctoral theses, BRU-Iscte members have directly supervised **386** MSc dissertations and **97** MSc final projects, defended in 2023.



Research Fellowships

In 2023, BRU-Iscte secured funding from various sources for new fellowships supporting **9** doctoral students, **4** MSc students, and **2** post-doctoral researchers.

FCT Fellowships			
Name	Type of fellowship	Ref n°	Supervisor
Catarina Farinha	BDANA (PhD fellowship in non-academic context)	2023.05485.BDANA	Ana Patrícia Duarte
GU Yang	BD (PhD Fellowship)	UI/BD/154682/2022	Nelson Ramalho
Andreia Silva	BD (PhD Fellowship)	UI/BD/154795/2023	Sandra Loureiro

Other Fellowships			
Name	Type of fellowship	Project	Supervisor
Mengjie Guan	Iscte PhD Merit fellowship	NA	NA
Laura Hirche Almeida	Iscte PhD Merit fellowship	NA	NA
Seyed Mohammad Mirmahdi Komejani	Iscte PhD Merit fellowship	NA	NA
Diana Stilwell	BI (research grant PhD student)	EMPOWER	Aristides Ferreira
Tiago Aguiar	BI (research grant PhD student)	EWRI	Sandra Costa
Diogo Domingues	BI (research grant PhD student)	EMPOWER	Aristides Ferreira
Leonor Domingos	BIPD (post-doctoral research grant)	SYNCLUSIVE/ManagiDiTH	Maria José Sousa
Ana Sofia Oliveira	BIPD (post-doctoral research grant)	EWRI	Sandra Costa
Helena Almeida	BI (research grant MSc student)	REFMAP	Sofia Kalakou
Margarida Lopes	BI (Research Grant MSc Student)	SmartVitiNet	Sofia Kalakou
Margarida Feliciano	BI (Research Grant MSc Student)	AMR-EDUCare	Ana Lúcia Martins
Rodrigo Sarroeira	BI (research grant MSc student)	kNOWHATE	Catarina Marques

Testimonials from Research Fellows



"Pursuing a PhD at Iscte has been one of the best decisions I have made. Unlike other schools, Iscte fosters an environment with minimal hierarchy between faculty and students. Each student has ample resources to implement their projects. Here, the faculty are very friendly and helpful. When we propose innovative ideas for our research, they do not dismiss them but instead help us fulfil them. Additionally, BRU-Iscte provides extensive resources, including exchange opportunities and high-quality research seminars, which are invaluable for PhD students aiming for future academic careers.

Beyond the welcoming atmosphere, strong faculty support, and abundant resources from BRU-Iscte, I deeply appreciate that Iscte allows me to focus on my preferred research area. Throughout the PhD journey, the ability to pursue the research we are passionate about is a privilege for each candidate. Additionally, BRU-Iscte is dedicated to advancing our research projects to achieve high-quality publications. As a first-year student, my project has progressed rapidly thanks to the full support of my supervisor and the faculty at BRU-Iscte. Hence, I believe this is the best place for me to start my academic career."

(Yang Gu, Organizational Behaviour & Human Resources Research Group)



"Enrolling in the PhD in Management at BRU-Iscte has been the greatest challenge of my life so far! Having a non-academic scholarship has given me the best of both worlds: the depth of academic research and practical 'real-world' application. The PhD programme's international scope offers valuable relationships and networking opportunities, which are fundamental for academic success. While being a PhD student can sometimes feel isolating this programme has allowed me to build a support network, providing guidance and a sense of belonging that made my adaptation to this first year much smoother. Additionally, BRU-Iscte faculty members are always available to provide mentorship, ensuring that students receive the personalized support needed for their academic and professional growth."

(Catarina Farinha, Organizational Behaviour & Human Resources Research Group)

Research Projects

Submitted & Approved Applications

BRU-Iscte actively seeks diverse pathways for research funding to strategically position itself and broaden the sources of its financial support, with a strong focus on internationalisation.

With the help of a highly qualified staff, BRU-Iscte researchers are finding and leveraging funding opportunities more effectively, making efforts to prepare and submit quality applications.

In 2023, BRU-Iscte researchers **submitted** a total of **32 applications** for national and international funding, with a 22% success rate in international calls and 44% in national calls. In terms of amounts, the research unit was able to secure over **EUR 933 thousand** from competitive calls, which constitutes a decrease from 2022, a particular successful year in approved projects, which can be partially explained by the increased number of research contracts to manage in 2023 and thus less time to dedicate to pre-award activities.



New Projects in 2023

International



INITIATE: Supporting European R&I through stakeholder collaboration and institutional reform (European project – HORIZON Coordination and Support Action)

INITIATE was approved in 2023 and is expected to run between February 2024 and July 2027, under the coordination of the University of Zagreb (Croatia). BRU-Iscte researcher **Paula Vicente** is the local coordinator, and researchers **Abdul Kadir Suleman** and **Elizabeth Reis** are part of the team. The project also includes Iscte research units ISTAR-Iscte and DINÂMIA'CET-Iscte, showing its reach throughout diverse fields of knowledge. The project aims to empower Higher Education institutions to develop R&I through a co-design approach with various stakeholders. This approach comprises taking stock of the current needs and resources of the institutions and of external elements such as policy barriers. In addition, possible collaboration areas with other establishments including local ecosystems will be identified, and good practices from other initiatives will be compiled. INITIATE aims to generate policy recommendations, resulting in a roadmap for long term uptake of R&I in widening countries. The project will also result in the creation of a pilot Big Data & Business Analytics Lab.



xShare: Expanding the European EHRxF to share and effectively use health data within the EHDS (European project – HORIZON Research and Innovation Action)

xShare is a new Horizon Europe project and is expected to run between December 2023 and November 2026, under the coordination of MEDCOM (Denmark). BRU-Iscte researcher **Henrique Martins** is the local coordinator. In addition to BRU-Iscte, three other Iscte research units are involved in the project's team – CIS-Iscte, CIES-Iscte, and ISTAR-Iscte –, showcasing the multidisciplinary involvement of our institution and the broad scope of knowledge of the research team.

The project aims to establish a Standards and Policy Hub for the EEHRxF (European electronic health record exchange format) in partnership with key organisations and market actors supported by competence centres, nationals and regional authorities, and European SMEs. xShare envisions everyone sharing their health data with a click-of-a-button and having the xShare button featured across health portals and patient apps. As a result, EEHRxF will be the driver for research and innovation in the European Health Data Space, allowing people to exercise their data portability rights.



SMITour: SMART Industrial Tourism in the Mediterranean (European project – INTERREG Euro-MED)

Financed in 2023 and set to run from January 2024 until March 2026, SMITour is coordinated by the municipality of Prato (Italy) with BRU-Iscte researchers **María José Sousa** and **Álvaro Dias** as part of the research team and local co-coordinators. Through transnational cooperation, SMITour aims to explore the social and economic potential of Smart Industrial Tourism (SMIT) as a sustainable economic activity that can benefit tourism actors, SMEs, industry experts, Chambers of Commerce and Industry, R&D centres, Higher Education institutions, technology providers, and local communities. The project will create transnational working groups involving 4-helix stakeholders to define a common strategy and Action Plan for the development of SMIT in the Mediterranean regions, contributing to the academic understanding of the topic. The result will be a diversification of the economy and of the sector, a reduction of over-tourism and seasonalisation, and a boost to social and economic growth and to technological innovation of tourism at large.



STUDIES-DIG: Models and instruments for transforming Higher Education systems through transnational multi-sector links (European project – HORIZON MSCA Staff Exchange)



Led by the University of National and World Economy (Bulgaria), STUDIES-DIG was approved in September 2023 and is programmed to run between January 2024 and December 2027. BRU-Iscte researcher **Maria José Sousa** is part of the research team.

The project also involves other Iscte research units – CIES-Iscte (local coordinator), ISTAR-Iscte, and DINÂMIA'CET-Iscte –, demonstrating a wide and multidisciplinary scope of action. The project brings together European, Asian, and African academic and non-academic organizations in a staff exchange program, with the goal to explore, design, and deploy innovative and context sensitive solutions to transform Higher Education systems. The aim is to research and identify successful contemporary models and instruments that support the sustainable and effective adaptation of the Higher Education systems of the consortium members to the digital age. Based on the identified gaps in the digitalisation process, the project will propose approaches and methodologies which will be realised as different disciplines for the academic institutions' partners to build sustainable



ESIF.COM-BOOST: Valor público e boost comunicacional dos fundos Europeus [Public value and communication boost of European funds]

Secured in 2023 and set to run from February 2024 until May 2024, the ESIF.COM-BOOST project is a project funded through Portugal2030 programme with the support of European structural funds.

The project is led by Iscte (coordinator is Sérgio Caramelo from DINÂMIA'CET-Iscte), with the participation of BRU-Iscte researchers **Nelson Ramalho** and **Teresa Almeida**, as well as from CIES-Iscte. This project aims to reduce the limited knowledge that European citizens – and the Portuguese, in particular – have about European funds and their impact. It proposes to identify the most appropriate communication strategies for strengthening and affirming the public value of these financial instruments, specifically pointed to media professionals and to the knowledge and skill gaps in this field. In addition, it proposes to identify action proposals related to the media ecosystem that seek to empower audiences directly.



SUSPITALITY/CiTUR: A socio-technical approach to sustainability determinants in the hospitality sector in Madeira

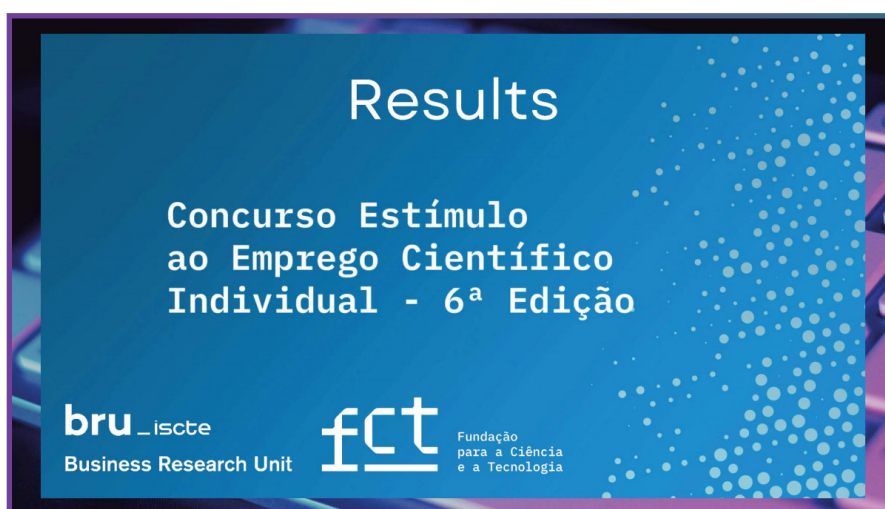
Led by University of Madeira's CiTUR research centre, the SUSPITALITY project aims to study the sustainability determinants that impact business performance in Madeira's hotel sector – considering both the abundance of decision-makers with conflicting values and preferences involved, and the large number of sustainability determinants to be considered. A better understanding of the ways in which they are interconnected will help decision-makers create value through more informed decisions, while at the same time advancing sustainability goals. The first phase of the project initiated in December 2023 and the whole undertaking is expected to run until December 2024. Two BRU-Iscte researchers are part of the project, **Fernando Ferreira** is the project's Scientific Coordinator and **Alexandra Milici** is part of the research team.

Strategies for sustainable development: Meaning, antecedents, and outcomes of social business models (National project – FCT CEEC - Individual)

The project Strategies for Sustainable Development was approved in 2023 under FCT's Individual Call to Scientific Employment Stimulus, for researcher **Irene Ciccarino** to develop her work at BRU-Iscte during the period 2024-2030. It aims to identify strategies that can inspire business, investment, and public policy to deliver social value and support sustainable development. The project will map social initiatives in the centre region of Portugal, describing their goals and assessing their social value, and provide a context-based narrative that highlights underlying relevant factors that can be replicated.

#SELhub: Promoting social-emotional learning, self-care and positive leadership in professionals of education (National project – FCT CEEC - Individual)

The #SELhub project was approved in 2023 under FCT's Individual Call to Scientific Employment Stimulus, for researcher **Ana Sofia Oliveira** to develop her work at BRU-Iscte during the period 2024-2030. The project focuses on teacher burnout prevention by investigating teachers' needs regarding personal and job resources, the perception of those needs from teachers and leadership teams, and the relation between these needs and teachers' well-being. It proposes to develop a digital platform based on a Social-Emotional Learning (SEL) approach for teachers and their leaders to foster teacher well-being and performance.



Funded Research Projects in 2023

In 2023, BRU-Iscte researchers were coordinating or participating in **39** projects, including **5** FCT-funded projects and **29** European projects (of which 8 funded by Horizon Europe).

Ongoing projects coordinated by BRU-Iscte researchers							
Funding Reference	Type of Funding	Acronym	Title	Coordinator	Iscte URL	SDGs	Dates
2021-1-PT01-KA-220-VET-000033364 (Erasmus+)	European (Erasmus+)	UAMSchool4cities	Urban Air Mobility School for Cities	Sofia Kalakou	Link	8, 9, 11	2022 - 2024
609863-EPP-1-2019-1-PT-EPPKA2-CBHE-JP (Erasmus+)	European (Erasmus+)	QUALENV	Change the Climate: Assuring the Quality of Environmental Strategies in Latin-American Higher Education	Catarina Roseta Palma	Link	4, 11, 13	2020 - 2023
101114776 (European Comission)	European (RIA)	ImAFUSA	Impact and capacity Assessment Framework for U-space Societal Acceptance	Sofia Kalakou	Link	9, 11, 13	2023 - 2026
HORIZON-HLTH-2022-IND-13	European (CSA)	XpanDH	Expanding Digital Health through a pan-European EHRxF-based Ecosystem	Henrique Martins	Link	3, 9, 17	2023 - 2024
2020-1-PT01-KA226-HE-094833 (Erasmus+)	European (Erasmus+)	ATHENA	University Goes Digital for a Sustainable Global Education	Maria José Sousa	Link	1, 4, 8	2021 - 2023
101110114 (European Commission)	European (MSCA Post-doc Fellowships)	TOURSUS-EU	Assessing Tourism Sustainability in the EU Region: A Quantitative Approach	Sandra Loureiro	Link	5, 11	2023 - 2025
2022.09289.PTDC	Nacional / FCT	EWRI	Exploitative working relationships: Impact on employees' health and behaviors	Sandra Costa	Link	8, 10	2023 - 2026

Ongoing projects coordinated by other Iscte research units with participation of BRU-Iscte researchers

Funding Reference	Type of Funding	Acronym	Title	BRU-Iscte Team	Iscte URL	SDGs	Dates
619207-EPP-1-2020-1-PT-EPPKA2-CBHE-JP (Erasmus+)	European (Erasmus+)	HumAct	Humanitarian Action: Climate Change and Displacements	Ana Lúcia Martins; Ana Simaens; Sílvia Silva	Link	4, 13, 16	2021 - 2024
PTDC/CPO-C-PO/6230/2020 (FCT)	National / FCT	SOLID-JOB	Rebuilding solidarity in an age of job dualisation	Abdul Suleman; Henrique Duarte	Link	8	2021 - 2024
101049306 (European Commission)	European (CERV)	kNOwHATE	kNOwing online HATE speech: knowledge + awareness = TacklingHate	Catarina Marques; Andreia Garcia (staff)	Link	9, 11, 13	2022 - 2024
101071330 (European Commission)	European (CSA)	InCITIES	Trailblazing Inclusive, Sustainable and Resilient Cities	Maria José Sousa; João Guerreiro; Sofia Kalakou	Link	4, 11, 17	2022 -2025
101083896 (European Commission)	European (Digital Europe)	ManagiDITH	Master's Degree of Managing Digital Transformation in the Health Sector	Ana Lúcia Martins; Henrique Martins; Maria José Sousa	Link	3, 4, 17	2023 - 2026

Ongoing projects coordinated by other institutions with the participation of BRU-Iscte researchers

Funding Reference	Type of Funding	Acronym	Title	BRU-Iscte Local Project Coordinator	Iscte URL	SDGs	Dates
2021-1-FR01-KA220-VET-000034853 (Erasmus+)	European (Erasmus+)	iNSPIRE	Innovation for Social Entrepreneurship	Maria José Sousa	Link	4, 8, 9	2021 - 2023
2020-1-BE02-KA-227-SCH-083030 (Erasmus+)	European (Erasmus+)	ECCEPFIE	European Citizenship Common Education Program for Integrated Europe	Maria José Sousa	Link	4, 5, 8	2021 - 2023
ICMPD/2021/MPF-357-010	European (MPF)	Coop4Int	Strengthening Migrant Integration through cooperation between Portugal and Cabo Verde	Maria José Sousa	Link		2021 - 2024
2020-1-IT-01-KA202-008584 (Erasmus+)	European (Erasmus+)	MINDLIVEN	Mindfulness-in-Nature Based Training through Virtual Environments	Sílvia Silva	Link	3, 4, 8	2020 -2023
CA18215 (COST Action)	European (COST Action)	CHERN	China in Europe Research Network	Rui Vinhas da Silva	Link		2019 - 2024
101038190 (European Commission)	European (COSME)	RESETTING	Relaunching European smart and Sustainable Tourism models Through digitalization and INnovative technologies	Sandra Loureiro	Link	8, 9, 11	2022 - 2024
CA20138 (COST Action)	European (COST Action)	NEXUSNET	Network on Water-Energy-Food Nexus for a Low-Carbon Economy in Europe and Beyond	Catarina Roseta Palma	Link	2, 6, 7	2021 - 2025

Ongoing projects coordinated by other institutions with the participation of BRU-Iscte researchers

Funding Reference	Type of Funding	Acronym	Title	BRU-Iscte			
				Local Project Coordinator	Iscte URL	SDGs	Dates
101083048 (European Commission)	European (Erasmus+)	NEEM	Nepalese Education in E-health - Master	Ana Lúcia Martins	Link		2023 - 2026
101101208 (European Commission)	European (EU4Health)	AMR-EDUCare	EduCation on Antimicrobial REsistance for the health workforce	Ana Lúcia Martins	Link		2023 - 2025
Aviso nº 02/C05-i01/2022	Nacional / PRR (EU)	Blockchain.PT	Agenda “Descentralizar Portugal com Blockchain”	Ana Lúcia Martins	Link	3, 9	2023 - 2025
CERN/FIS-PAR/0023/2019	Nacional / FCT	BlackHolePT	Black holes, holography and phase transitions	João Lopes Costa	Link		2020 - 2023
2021-1-PL01-KA220-HED-000027649 (Erasmus+)	European (Erasmus+)	Digi-SOC	Digital skills and cross-domain entrepreneurship for societal challenges	María José Sousa; José Pedro Dionísio; Ilídio Lopes	Link	4, 8	2021 - 2023
GR 18066			Implicación de los gobiernos locales en la promoción del emprendimiento	Inna Paiva			2021 - 2023
PTDC/EGE-ECO/2621/2021	Nacional / FCT	R3EA	Energias Renováveis: Avaliação Económica e de Externalidades	Mónica Meireles	Link	7, 8, 13	2022 - 2025
101007990 (European Commission)	European (RIA)	VITALISE	Virtual Health and Wellbeing Living Lab Infrastructure	Felipa Sampayo	Link		2021 - 2024

Ongoing projects coordinated by other institutions with the participation of BRU-Iscte researchers

Funding Reference	Type of Funding	Acronym	Title	BRU-Iscte			
				Local Project Coordinator	Iscte URL	SDGs	Dates
IPL/IDI&CA2023/EL-Forecast2_ISEL	National / ISEL/ FCT	ELForecast2	Previsão de carga elétrica de curto prazo	Maria Margarida Cardoso	Link		2023 - 2024
UIDB/04470/2020	National / CITUR-Madeira/FCT	SUSPITALITY	A Socio-Technical Approach to Sustainability Determinants in the Hospitality Sector in Madeira	Fernando Ferreira	Link	9,11	2023 - 2024
LISBOA-01-0247-FEDER-046083 (P2020)	Nacional / FEDER (EU)	INOVMINERAL 4.0	Advanced Technologies and Software for Mineral Resources	João Vilas-Boas	Link	9	2020 - 2023
101060918 (European Commission)	European (RIA)	EMPOWER	Design and evaluation of technological support tools to empower stakeholders in digital education	Aristides Ferreira	Link	3, 4, 10	2022 - 2025
101083737 (European Commission)	European (I3 Project Grant)	SmartVitiNet	Smart and Sustainable Drone-assisted Viticulture Excellence Network	Sofia Kalakou	Link	8, 12, 13	2022 - 2025
2022-1-EL01-KA220-VET-000088550	European (Erasmus+)	AgroPro	Agricultural Drone Technology Awareness Training for Industry Professionals	Sofia Kalakou	Link	2, 9, 13	2022 - 2024
101096698 (European Commission)	European (RIA)	REFMAP	Reducing Environment Footprint Through Transformative Multi-scale Aviation planning	Sofia Kalakou	Link	7, 11, 13	2023 - 2026

Ongoing projects coordinated by other institutions with the participation of BRU-Iscte researchers

Funding Reference	Type of Funding	Acronym	Title	BRU-Iscte			
				Local Project Coordinator	Iscte URL	SDGs	Dates
101094526 (European Commission)	European (RIA)	SYNCLUSIVE	System Approach to Close the Employment Gap and Create a More Inclusive Labour Market for Vulnerable Groups	Maria José Sousa	Link	8, 10	2023-2027
2022-1-TR01-KA220-S-CH-000089088 (Erasmus+)	European (Erasmus+)	FLIPP	Flipping Learning Internationally in a Post Pandemic Era	Maria José Sousa	Link	4	2022-2024
101136734 (European Commission)	European (RIA)	xSHARE	Expanding the European EHRxF to share and effectively use health data within the EHDS	Henrique Martins	Link		2023-2026
HORIZON-MSCA-2022-SE-01	European (MSCA Staff Exchange)	STUDIES-DIG	Models and Instruments for Transforming Higher Education Systems through Transnational Multi-Sector Links	Maria José Sousa	Link		2023-2027
NA	NA	NA	Identification and characterisation of dyslexia in Portuguese college students	Catarina Marques	Link	3, 4, 10	2023-2024

Publications & Awards

In 2023, BRU-Iscte researchers published **250 articles**, out of which **240** in indexed international peer-reviewed journals. In the same year, the team members assumed **127** editorial positions and memberships across various scientific journals, contributing as reviewers for **352** publications of **246** scientific journals. They also presented **137** communications at national and international conferences, resulting in **44** peer-reviewed papers in conference proceedings.

Beyond journal articles and conference papers, the research unit produced other valuable contributions, including **16** books, **55** book chapters, and **8** book editions. Additionally, the researchers authored **4** project and technical reports.

This output was honoured with **1** national and **16** international scientific awards.

BRU-Iscte Top Publications in 2023

BRU-Iscte researchers published **30** articles from indexed international peer-review journals ranked ABS3, **8** articles from journals ranked ABS4, and **2** articles from journals recognised in the FT50 list. In addition, **48** articles were published in WoS Q1 journals, and **123** in SCImago Journal & Country Rank Q1 journals.

From these, we highlight the top publications, ranked ABS 4 and/or FT50:

A figure is worth a thousand words: The role of visualization in paradox theorizing

Organization Studies

Author: José Arménio Rego (FT50; ABS 4)



Context matters less than leadership in preventing unethical behaviour in international business

Journal of Business Ethics

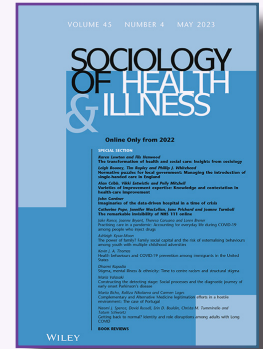
Author: Nelson Ramalho (FT50; ABS 3)



Complementary and alternative medicine legitimation efforts in a hostile environment: The case of Portugal

Sociology of Health and Illness

Authors: Marta Bicho and Ralitzia Nikolaeva (ABS 4)



Exploring tourists' virtual reality-based brand engagement: A uses-and-gratifications perspective

Journal of Travel Research

Author: Sandra Loureiro (ABS 4)

Coworker networks and the labor market outcomes of displaced workers: Evidence from Portugal

Industrial Relations

Author: Marta Silva (ABS 4)



The origins of monetary policy disagreement: The role of supply and demand shocks

Review of Economics and Statistics

Author: João Madeira (ABS 4)

Rethinking urban quality of life: Unveiling causality links using cognitive mapping, neutrosophic logic and DEMATEL

European Journal of Operational Research

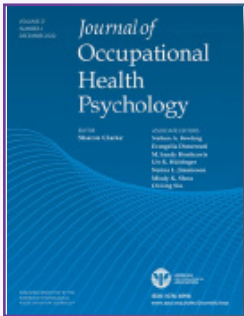
Author: Fernando Ferreira (ABS 4)



Permanent and temporary monetary policy shocks and the dynamics of exchange rates

Journal of International Economics

Author: Pedro Ribeiro (ABS 4)



Leader-member exchange (LMX) quality and follower well-being: A daily diary study

Journal of Occupational Health Psychology

Author: Silvia Dello Russo (ABS 4)

Scientific Awards

BRU-Iscte Scientific Awards

In 2023, **54** BRU-Iscte Researchers were awarded the **2023 Iscte Research Awards** for publications and projects published or approved the previous year (2022). **91** research works (82 scientific articles and 9 projects) were awarded a monetary prize according to BRU-Iscte rules.



External Scientific Awards

BRU-Iscte researchers have received **1** national and **16** international scientific awards. These accolades include **1** reviewing award, **1** top-cited article award, **7** best paper awards, **2** best presentation awards, and **6** prizes or research awards from public institutions or scientific societies.

Researcher	Award title	International
Álvaro Dias	Prémio Extraordinário de Doctorado, Universidad de Sevilla [Extraordinary PhD Awards, University of Seville]	Yes
Ana Patrícia Pereira Duarte Baltasar	Best presentation at the XIV Postgraduate Conference Management, Hospitality and Tourism	Yes
Ana Patrícia Pereira Duarte Baltasar	Outstanding Reviewer awarded by the journal Tourism and Management Studies	Yes
Bruno Tadeu Fernandes Abrantes	Senior Fellowship of Higher Education Academy (SFHEA), UK	Yes
Fernando Alberto Freitas Ferreira	Wiley Certificate of Top-Cited Article in 2021-2022	Yes
João Manuel Vilas Boas da Silva	Best Paper Award - International Academy, Research, and Industry Association (IARIA)	Yes
Jorge Miguel Ventura Bravo	Best Paper Award at the MIDAS 2023 Workshop	Yes
Jorge Miguel Ventura Bravo	Risks Journal Best Published Paper Award 2022	Yes
José Arménio Belo da Silva Rego	Best Paper Award at the 21st IECER - Interdisciplinary European Conference on Entrepreneurship Research	Yes
José Arménio Belo da Silva Rego	Best Paper Award at the EURAM (European Academy of Management) 2023 Annual Conference	Yes
José Arménio Belo da Silva Rego	Best Theoretical Insights Paper Award at the 7th Africa Research Group (ARG) International Conference	Yes
Luís Miguel Alves Simões	Best presentation at the XIV Postgraduate Conference Management, Hospitality and Tourism	Yes
Maria José Dias Carocinho Sousa	Best paper award ICITA 2023	Yes
Matteo Fragetta	Italian National research award	Yes
Paulo Alexandre Bento Fernandes	Cooperation and Solidarity António Sérgio Award 2023 - Studies and Research category	No
Susana Helena Correia Santos	ICSB's Global Award for Excellence in Doctoral Student Support	Yes
Susana Helena Correia Santos	USASBE Social Entrepreneurship Excellence in Scholarship	Yes

Research Seminars

BRU-Iscte Seminars Series

BRU-Iscte organises the Research Seminar Series on a regular basis as an opportunity to bring international high-profile scholars to share and discuss recent research with faculty, researchers, and students. This series counted with the scientific coordination of BRU-Iscte researcher **Teresa Grilo** for the academic year 2022/2023, and is coordinated since September 2023 by **Sofia Kalakou** and **Helena Isidro**.

In 2023, **11** BRU-Iscte researchers chaired **23** seminars, both in-person and online, with **23** guest speakers of **18** different universities from **5** countries (12 international and 6 nationals, including Iscte).



Michael (Minye) Tang and Helena Isidro



Jay Barney Céline Abecassis-Moedas, Vicente Fruet and Pedro Fontes Falcão



Francesca Manes Rossi, Susana Jorge, Maria Antónia de Jesus and Isabel Lourenço



Aaron Ahuvia, Cláudia Simões, Sandra Loureiro and Filipa Rosado-Pinto

Seminars on Data Analytics Topics

In 2023, BRU-Iscte's Data Analytics research group hosted **four** seminars: two in May with visiting Professor **Endri Raco** from the University of Tirane; one at the beginning of November with **Stefan Helfrich** from KNIME; and one at the end of November with **Ricardo Galante** and **Jos van der Velden** from SAS Institute.

DATA ANALYTICS
7 November 2023
Auditorium B203

STEFAN HELFRICH
Academic Alliance Manager at KNIME

3:00-4:10pm
Introduction to KNIME:
A complete platform for data science. From data extraction to deployment

R and Python programming in KNIME

4:10-4:30pm
Coffee-Break

4:30-5:40pm
Use cases
Chat GPT integration in KNIME
Q&A

Registration
<https://forms.office.com/e/3swJFfjvXP>

bru_iscte Business Research Unit
iscte KNIME

DATA ANALYTICS
30 November 2023
Auditorium JJ Laginha

3:30pm -5:00pm

RICARDO GALANTE
Principal Analytics & Artificial Intelligence Advisor
SAS Iberia | Statistician | PhD Researcher | Data Science & Artificial Intelligence Lecturer

JOS VAN DER VELDEN
SAS Global Academic Program Manager

bru_iscte Business Research Unit
iscte SAS

Business Analytics workshop with KNIME

On **November 8, 2023**, BRU-Iscte welcomed Stefan Helfrich, Academic Alliance Manager at KNIME. In this workshop, Stefan introduced the KNIME Analytics Platform, an open-source software that allows users to transform, visualise, and analyse data from diverse sources and gave examples of types of different analysis and tools that could be used, discussing some concrete cases thereafter.

iscte BUSINESS SCHOOL

WORKSHOP

Make sense of data. Analyze. Upskill. Scale. No coding required.

Business Analytics with KNIME
Open for Innovation

Hands-on Workshop: **08NOV**
09:00 - 17:00

Organization: **Master in Business Analytics**

Guest Speaker: **Stefan Helfrich**
Academic Alliance Manager
KNIME

AGENDA:

- 09:00-10:30 A brief introduction to KNIME
Data extraction and preparation
Exploratory analysis and Visualization
- 10:30-10:50 Break
- 10:50-12:20 Text analysis & Sentiment analysis
Lunch
- 14:00-15:20 Clustering, Market Basket analysis, and PCA
- 15:20 -15:40 Break
- 16:00-18:20 Decision trees for classification & Regression
Generative AI
Use cases

Scientific Events

In 2023, BRU-Iscte researchers were involved in the coordination/organisation of **39** scientific events (**3** national and **36** international) – from conferences to meetings, forums, colloquiums, and workshops – representing a 22% increase from the previous year. We highlight the following events, organised at Iscte with the cooperation of BRU-Iscte team members.

BRU-Iscte, in partnership with Iscte Business School and Audax-Iscte, co-organised the **10th Responsible Management Education Research (RMER) Conference** under the theme: *“Sustainable and responsible management: A decade of integrating knowledge and creating societal impact through innovation and entrepreneurship”*. The three-day event took place between September 26-28, 2023, at Iscte, marking the 10th jubilee anniversary of RMER Conferences. It focused on sharing and discussing cutting-edge theoretical and practical knowledge on responsible leadership education that promotes the advancement of 2030 Agenda and the Sustainable Development Goals. BRU-Iscte researchers **Ana Simaens** (Professor and Associate Dean for Engagement and Impact at Iscte Business School) and **Ana Patrícia Duarte** represented our research unit as programme committee members, also participating as track chairs, moderators, and authors of paper presentations. In addition, BRU-Iscte researchers **Irene Ciccarino**, **Sandra Loureiro**, and **Jorge Nascimento** were track chairs. Several other BRU-Iscte team members saw their work presented in parallel sessions, namely, **Mariana Berga Rodrigues**, **Sandra Loureiro**, **Muhammad Asim Sarwar**, **Catarina Roseta-Palma**, **Luís Miguel Simões**, **Daniela Langaro**, **Irene Ciccarino**, **João Guerreiro**, and **Patrícia Costa**. **Fátima Salgueiro**, Director of the research unit, was chair in a plenary session and co-author of a paper presentation. BRU staff, **Andreia Garcia** and **Cheila Ramalho**, provided support to the local organising committee.



The **42nd EBES (Eurasia Business and Economics Society) Conference** took place in a hybrid format on January 12-14, 2023, hosted by Iscte. More than 400 authors from 55 countries presented over 180 papers. A selection of papers is set to be published in EBES journals (Eurasian Business Review and Eurasian Economic Review) or EBES proceedings books after a peer review process, both SCOPUS-indexed publications. BRU-Iscte researcher **Sofia Vale** was a member of the organising committee and was invited to give one of the welcome speeches, was chair and discussant, and the moderator of paper sessions. BRU-Iscte research team members **Felipa de Mello-Sampayo, Thomas Greve, João Madeira, and Sofia Vale** presented their work in parallel sessions.



The **I Iscte Doctoral Colloquium in Accounting Research and the VIII USP Doctoral Consortium in Accounting Research** was held on July 24-25, 2023, in an online format, jointly organized by the Iscte Business School and FEA-USP (Brazil). The event was directed at PhD students from all universities to improve the quality of their theses and the impact of their research. Experienced international researchers and Iscte and USP faculty members gave lectures and participated in discussions on relevant issues in accounting research. BRU-Iscte team members **Isabel Lourenço, Inna Paiva, Rúben Barros, Ana Conceição, and Maria João Major** were part of the organising committee.



As part of the **NEXUSNET COST Action**, Iscte hosted the **1st NexusNet Training School** on May 22-26, 2023, under the theme “Nature and People in the Nexus”. The training school was an intensive coaching opportunity for COST Action participants focused on the topics of the Nexus in nature, governance and stakeholder engagement, policies, economic valuation, and innovation, having **42** participants from **13** countries joining the event. Trainers included renowned scholars, policymakers, experts from non-academic stakeholders, while trainees were PhD candidates from different scientific areas. BRU-Iscte **Catarina Roseta-Palma** is the local coordinator and was involved in organising the event, with the support of the Unit's staff.



BRU-Iscte organised the **First International Doctoral Colloquium in Marketing** on June 27, 2023, at Iscte, also accommodating an online audience. The event was chaired by the coordinator of the PhD in Management’s Marketing specialisation, **Sandra Loureiro**, and was co-chaired by **Enrique Bigné** – professor at University of Valencia, **João Guerreiro**, **Ricardo Bilro**, and **Álvaro Dias** – BRU-Iscte researchers. The colloquium included seminars by Enrique Bigné and João Guerreiro. The format consisted of **10** presentations by PhD candidates divided into a 1st year panel (with two in-depth presentations, featuring discussion by supervisors and invited discussants), and 2 panels of 2nd and 3rd year PhD students, with 4 presentations each.





BRU-Iscte Dissemination, Knowledge Transfer & Outreach Activities

BRU-Iscte strives to translate its scientific results to practitioners, influence policymaking, and contribute for the adoption of evidence-based practices at the local, national or international administration levels. Its investigators provide research-based consulting services that can help improving managerial practices of third sector organisations, public entities, SMEs and large organisations, both nationally and internationally. Indeed, our researchers have increasingly been engaging in knowledge transfer to the wider community via a permanent effort to disseminate ideas to society, policy and practice.

In 2023, BRU researchers carried some **235** activities in terms of dissemination, knowledge transfer and outreach, in order to make more visible research accomplishments to the scientific community, professionals from the non-academic sector, public officials as well as the public at large. In addition, BRU's research has informed **43** policy papers.

Dissemination of Scientific Activity & Knowledge Transfer

In 2023, BRU-Iscte members have been responsible for **18** activities of dissemination of scientific knowledge (conferences, seminars, workshops, communications) to non-academic professionals and other stakeholders. Moreover, during the past year, our researchers were involved in **33** executive training and summer school activities, **32** contributions as expert in professional, scientific or technical committees, **2** licensed research activities (consultancies) and **1** product.

Here are some highlights of these dissemination and knowledge transfer activities.

Executive Education & Summer Schools

In 2023, **17** BRU-Iscte researchers were involved in the coordination and teaching of executive training courses, mostly within the activity of Iscte Executive Education or IPPS-Iscte, as well as in Summer/Winter Schools organised by the Iscte Business School or within the framework of ongoing projects.

For instance, **Ana Lúcia Martins**, from the Management group, organised a workshop on “*Management in Humanitarian Action*” within the Winter School organised by Erasmus+ project HumAct - Humanitarian Action: Climate Change and Displacements.

Some researchers provided training directly to companies, national and international organisations, specifically:

- **Paulo Viegas de Carvalho**, from the Finance group, provided training on emerging models of climate financing for staff of the World Bank – Mozambique;
- **Sofia Vale**, from the Economics group, provided training for Higher Officers of the Military Institute officers on the “*Stability of public accounts: Portugal in the context of EU*”.



Licensed research, consultancies & products

Regarding consultancy activities and products by BRU-Iscte's researchers, we highlight the following activities:

- **Francisco Nunes**, from the Organizational Behavior & Human Resources group, was involved in an organisational development project based on leadership for HOTI Hotels, one of the major hospitality operators in Portugal, currently in an expansion phase. The project aimed to prepare top leadership (Department Directors and Hotel Directors) to instigate processes for the improvement of organisational performance, allowing for the desired expansion, while nurturing the company's identity. This 1-year project encompassed a diagnostic of cultural and leadership factors, training actions as well as the creation of personal development plans for the leader identity.



- **Paulo Viegas de Carvalho**, from the Finance group, produced a forecasting model on companies' viability. This product is distributed by Informa D&B and allows to have the perspective of a company created for less than 12 months to continue its activity 5 years after its creation. It is therefore an indicator derived from long-term viability forecasting models.

Expertise in Technical and Scientific Committees

In recognition of their scientific outputs, several BRU researchers have been invited to provide expertise in various technical, professional and scientific committees.

In terms of scientific societies, we highlight the following prestigious positions held by our researchers:

- **Irene Ciccarino** (Management) - Entrepreneurship Section Chair of GBATA – Global Business and Technology Association;
- **Maria de Fátima Salgueiro** (Data Analytics) - President of the Fiscal Council of CLAD – Portuguese Association of Data Classification and Analysis.

In 2023, our researchers have also been providing their expertise to corporate and government bodies alike, such as:

- **Sílvia Silva** (OBHR) - Coordinator of the Green Paper Committee for the Future of Safety and Health at Work – Secretariat of State for Labour;
- **Teresa Grilo** (Management) - Member of the working group for assessing training needs in medicine for the next decade – Ministry of Science, Technology & Higher Education and the Ministry of Health;
- **Maria da Conceição Figueiredo** (Data Analytics) - Observatory of Youth Employment, in collaboration with IEF, the government agency for employment;
- **Maria José Sousa** (Management) – Empreend – Portuguese Association of Entrepreneurship.

Scientific Dissemination Activities

With regards to dissemination activities geared to non-academic professionals, we highlight the following initiatives from BRU-Iscte researchers in 2023:

- **Álvaro Dias**, from the Marketing group, participated in the 2nd edition of the Tourism and Hospitality International Conference (THINC) contributing with his insights on *“Re-defining alternative tourism: adaptations and future steps”*;
- **Ana Lúcia Martins**, from the Management group, was invited to contribute to EEA project Fish2Fork by intervening in a workshop and seminar organised with stakeholders in Bergen, Norway, with a talk on *“Operations Management for fish: The impact of the use of technology in the sustainability of fish supply chain management”*;
- **Aristides Ferreira**, from the Organization Behavior & Human Resources, participated in the 1st International Conference on Healthy Working and Learning Environments, discussing actions and recommendations for the promotion of biopsychosocial and environmental health at work, within a panel on *“Priorities in the promotion of healthy working and learning environments”*;

- Research assistants from the Management group, **Margarida Lopes** and **Helena Almeida**, presented the ImAFUSA project - Impact and capacity Assessment Framework for U-space Societal Acceptance - at the SESAR Innovation Days. SESAR is the technological pillar of the EU's Single European Sky policy and a key enabler of the European Commission's Sustainable and Smart Mobility Strategy, and its Innovation Days provides a forum for the ecosystem's stakeholders;
- **Catarina Roseta Palma**, from the Economics group, participated in the NEXUSNET Forum of Stakeholders with a presentation on "*Planting Water: the Art of Harvesting the Sun*", in collaboration with the Association Terra Sintrópica.
- **Maria João Major**, from the Accounting group, participated in Protótipo workshop on the Future of Accounting with a talk on ESG (Environmental, Social and Governance) and non-financial reporting;
- **Ricardo Bilro**, from the Marketing group, contributed to the Sustainable Value Creation Summit with a presentation on "*How to create value in tourism through AI & XR*".



Margarida Lopes and Helena Almeida at the SESAR Innovation Days



Catarina Roseta Palma at the NEXUSNET Forum of Stakeholders

BRU-Iscte in the Media

In 2023, BRU-Iscte researchers have reported **117** appearances in the media (written press, radio and television), including:

- **Ana Simaens**, from the Management group, wrote about “*Education for sustainability in the present day to guarantee the future of companies*” for special publication 2050.BRIEFING;
- **Emanuel Gasteiger** and **João Madeira**, researchers from the Economics group, have contributed to VoxEU columns, the former on “*Fostering a sustainable digital transformation*” and the latter on “*The origins of monetary policy disagreement: the role of supply and demand shocks*”;
- **Henrique Duarte**, from the Organizational Behavior & Human Resources group, presented the results of the BeComE project - Be Competent in Entrepreneurship: Knowledge Alliances for Developing Entrepreneurship Competencies for the Benefit of Higher Education and Business - in national science radio show “*90 Segundos de Ciência*” (90 Seconds of Science);
- **Sofia Kalakou**, from the Management group, also participated in “*90 Segundos de Ciência*”, presenting the RefMap project - Reducing Environment Footprint Through Transformative Multi-Scale Aviation planning;
- **João Leão**, from the Economics group, participated in the national TV programme “*É ou não é?*”, one of the major politics debate programmes on RTP1 channel, as a discussant on the topic of the need to contain salaries;
- **Arménio Rego**, from the Management group, was quoted in The New Times on its article on “*University of Kigali, Africa Research Group conference explore contemporary organizational management*”, with its research being directly referenced;
- **Pedro Dionísio**, from the Marketing group, was interviewed by CNN Portugal on the return on investment of hosting the World Youth Day 2023;
- Also interviewed by CNN Portugal, **Sandro Mendonça** from the Economics group, discussed the Farfetch crisis.

Engaging with Public at Large

In 2023, BRU-Iscte researchers have carried **28 outreach activities** specifically geared towards education of civil society and the public at large on the scientific topics covered by the Unit, as well as they have carried several activities of societal impact in collaboration with NGOs.

For instance, **Ana Isabel Lopes** from the Accounting group participated in the 59th National Agriculture Fair, which was under the theme of “*Sustainability of agriculture management in the digital era*” sharing insights on non-financial reporting with impact for the agriculture sector.

João Leão, from the Economics group, was a keynote speaker on 2nd Forum of Public Finance | PALOP-TL (African Portuguese-speaking countries and East Timor), organised by the UNDP Programme and cofunded by the EU. He presented a talk on “*The role of solid, transparent and accountable public finance*”.

Luciana Barbosa, from the Finance group, contributed to the SEED project of the City of Lisbon (Awareness for Entrepreneurship and Innovation), by providing her insights on the issue of financial literacy.

Paulo Bento, from the Management group, coordinated the 1st Hackathon of Ecopreneurship, which took place on November 2023 with the aim of devising creative solutions that promote sustainability and innovation.

Susana Tavares, from the Organizational Behavior & Human Resources group, was an invited keynote speaker at the Digital with Purpose Global Summit, presenting a communication on “*Sustainability and gender balance at work*” in the session “*Women in Tech driving Sustainability*”.

Two BRU-Iscte researchers, **Márcia Santos** (Management group) and **Vanessa Oliveira** (Organizational Behavior & Human Resources group) took part in the 1st Cycle of Sessions on Social Economy: IN-PACT as discussants of the round table “*Prospering Together: A Round Table for Social Economy Research*”, which took place on October 31, 2023, in Iscte. The aim of this occasion was to bring together management research in Social Economy and the needs of Organisations in a debate and exchange of ideas.

Policy Impact

Regarding policy impact of BRU-Iscte, Overton platform lists **43** policy papers published in 2023 that were informed by the Unit's research, with **39** different papers or books being cited from **34** of our researchers. Of these **43** policy papers, **7** were published by central or international banks, **20** by international organisations such as EU, OECD, ILO and UN, **6** by national and regional governments, **10** by policy research institutions and agencies.

We highlight the following papers:




Policy brief on supporting persons with disabilities in entrepreneurship - Publications Office of the EU

 **Publications Office of the European Union**
4th Apr 2023
[Details of the publication](#)


Cites:

10.1007/S11187-018-9996-5
Entrepreneurship ecosystems and women entrepreneurs: a social capital and network approach
Small Business Economics

Authors from BRU-Iscte: **António Caetano** and **Susana C. Santos**



Health inequalities related to psychosocial working conditions in Europe

 **European Trade Union Institute**
28th Jun 2023
This report presents results on psychosocial working conditions and health inequalities using data from the 2010 and 2015 European Working Conditions Surveys and the second wave of the 2020 Living, Working and Covid-19 survey.

Cites:

10.1177/1035304614533868
Work autonomy, work pressure, and job satisfaction: An analysis of European Union countries
The Economic and Labour Relations Review

Authors from BRU-Iscte: **Teresa Calapez**



Leaving no one behind in an ageing World : World Social Report. 2023 / UN, DESA

 **United Nations**

1st Jan 2023

Cites:

10.1017/S1474747220000050

Getting life expectancy estimates right for pension policy: period versus cohort approach

Journal of Pension Economics and Finance

Author from BRU-Iscte: **Jorge Miguel Bravo**



Hybrid work in Europe: Concept and practice

 **Eurofound**

24th May 2023

The term 'hybrid work' was popularised with the upsurge of telework during the COVID-19 pandemic, when companies and employees started to discuss ways of organising work after the crisis. The term has been increasingly used to refer to situations in which (teleworkable) work is carried out from two

Cites:

10.4337/9781786437044

Elgar Introduction to Theories of Organizational Resilience

Author from BRU-Iscte: **Arménio Rego**



Improving the effectiveness of inclusive and social entrepreneurship training schemes

 OECD

3rd Feb 2023

This policy brief on "Improving the effectiveness of inclusive and social entrepreneurship training schemes" was produced by the OECD and the European Commission. It discusses the importance of training schemes and presents an overview of the types of training schemes available. It also analyses the opportunities for governments to strengthen these training schemes and provides guidance on how ...

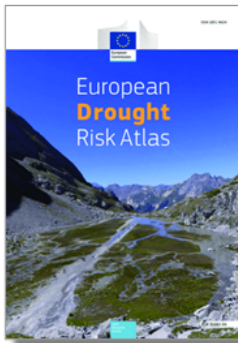
Cites:

10.1016/J.COMPEDU.2019.03.007

Tracking e-learning through published papers: A systematic review

Computers & Education

Authors from BRU-Iscte: **Filomena Almeida, Helena Rodrigues and Sara Lopes**



European Drought Risk Atlas

 Joint Research Centre

9th Oct 2023

In recent years, droughts have had substantial impacts on nearly all regions of the EU, affecting several critical systems such as agriculture, water supply, energy, river transport, and ecosystems. These impacts are projected to further increase due to climate change. While some of the drivers of drought risk are well known for some systems and regions, drought risks and impacts remain hard to...

Cites:

10.2166/WP.2019.197

Analysis of irrigation water tariffs and taxes in Europe

Water Policy

Author from BRU-Iscte: **Catarina Roseta-Palma**



A new tool in the box: dividend restrictions as supervisory policy stimulus

 **European Central Bank**

26th May 2023

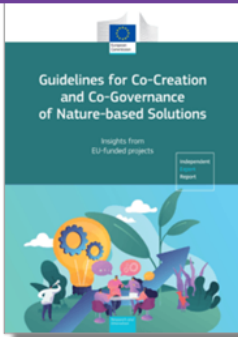
Cites:

10.1016/J.JCORPFIN.2013.04.001


Dividend payouts: Evidence from U.S. bank holding companies in the context of the financial crisis

Journal of Corporate Finance

Author from BRU-Iscte: **Mohamed Azzim Gulamhussen**



Guidelines for co-creation and co-governance of nature-based solutions - Publications Office of the EU

 **Publications Office of the European Union**

11th Dec 2023

Details of the publication

Cites:

10.1016/J.JBUSRES.2019.09.038

Stakeholder engagement in co-creation processes for innovation: A systematic literature review and case study

Journal of Business Research

Authors from BRU-Iscte: **Ricardo Godinho Bilro** and **Sandra Maria Correia Loureiro**

Key Figures 2023



Research Groups

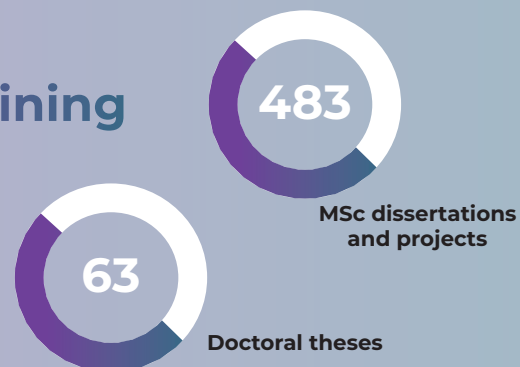
184 members

- 99 integrated members
- 52 associated members
- 33 research assistants

Publications



Advanced Training



Visiting researchers & scholars

Spreading Knowledge



Appendices

Achievements of ongoing projects BRU-Iscte projects / closed BRU-Iscte projects & with BRU-Iscte support

Ongoing projects coordinated by BRU-Iscte

UAMschool4cities: Urban Air Mobility School for Cities (2022-2024)

UAMschool4cities is an Erasmus+ coordinated by BRU-Iscte researcher **Sofia Kalakou**, with BRU-Iscte researchers **Nelson Ramalho** and **Margarida Lopes** as part of the team. The project aims to develop and launch a MOOC (massive open online course) to build the capacity of future employees interested in entering the Public Administration sector.

In 2023, the key achievements of the projects were:

- In September, the project published a press release highlighting the progress made in creating a specialized training programme for Local Authority employees and reporting a survey conducted in three market countries (Portugal, France, and Greece). The survey aimed to understand current knowledge and interest in UAM among public sector professionals and identify areas for improvement and had 1003 valid responses from local authorities' staff.
- Between October 10-12, the UAMschool4cities was represented by **Margarida Lopes** (research fellow in the project) in the 2023 edition of the Portugal Smart Cities Summit held at the Feira Internacional de Lisboa (FIL), Portugal.



XpanDH: Expanding Digital Health through a pan-European EHRxF-based Ecosystem (2023-2024)

XpanDH is a HORIZON CSA coordinated by BRU-Iscte researcher **Henrique Martins**. The project aims to build capacity in individuals and organisations with the aim of creating, adapting, and exploring the use of interoperable digital health solutions through a shared adoption of the European electronic health record exchange format (EEHRxF) across the EU.

In 2023, the key achievements of the project were:

- Between February 15-16, the XpanDH consortium organised an in-person kick-off meeting in Lisbon (Portugal).
- Between May and September, the project launched three webinars – explaining what is the EEHRxF, why it matters, and on building the European Health Data Space. The webinars were joined by hundreds of panellists, covering insights from health managers, researchers, and policymakers.



TOURSUS-EU: Assessing Tourism Sustainability in the EU Region – A Quantitative Approach (2023-2025)

TOURSUS-EU is an MSCA/Post-Doc Fellowships coordinated by BRU-Iscte researcher **Sandra Loureiro**. The TOURSUS-EU proposal aims to contribute to the definition and transition to a more sustainable tourism model, introducing a new approach to measuring the impact of mass tourism on the economy and society by analysing data from important UNESCO World Heritage tourist destinations (Venice, Lisbon, and Split). The proposal is based on the use of state-of-the-art knowledge and analytical methods – Dynamic Dashboard Models, Time Series Analysis, Multi Criteria Decision Analysis and Big Data Analysis – to develop an innovative structured approach to assessing and improving the sustainability of tourism.



In July 2023, BRU-Iscte welcomed its first MSCA post-doctoral fellow. **Dr. Ana Gardasevic** from Montenegro started working in July to carry out the project, supervised by **Sandra Loureiro** (coordinator of the Marketing research group).



ImAFUSA: Impact and capacity Assessment Framework for U-space Societal Acceptance (2023-2026)

ImAFUSA is a HORIZON RIA/SESAR 3JU coordinated by BRU-Iscte researcher **Sofia Kalakou**, with BRU-Iscte researchers **Catarina Marques, Fernando Ferreira, João Guerreiro** and **Margarida Santos** as part of the team. The project aims to study factors influencing Urban Air Mobility (UAM) acceptance in urban areas, and deliver a framework to assist local authorities, U-space stakeholders, and users in deploying socially acceptable and beneficial UAM services in cities.



In 2023, the key achievements of the project were:

- On October 4, the ImAFUSA kick-off meeting took place at the TU-Delft, in the Netherlands.
- On October 10, the project participated in the 2nd Annual Conference of the SESAR 3 Joint Undertaking in Brussels (Belgium), represented by coordinator **Sofia Kalakou** (from BRU-Iscte) and Chariton Palaiologk (from Future Needs).
- Between November 27-30, the ImAFUSA participated in the 13th SESAR Innovation Days (SIDs), in Seville (Spain), and presented a poster at the exhibition venue.



EWRI: Exploitative working relationships: Impact on employees' health and behaviours (2023-2026)

EWRI is an FCT IC&DT coordinated by BRU-Iscte researcher **Sandra Costa**, with **Sofia Oliveira** and **Tiago Rôxo Aguiar** as part of the team. The project focuses on exploitative working relationships in developed countries, looking particularly into the perceptions of exploitation and their consequences for employees' health and work-related behaviours. Findings will have policy implications and will provide evidence-based recommendations to facilitate the minimization of these perceptions and raise awareness of the deleterious consequences of such exploitative working relationships.



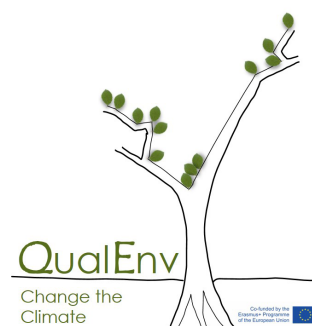
In 2023, two grants were secured:

- BIPD (post-doctoral research grant), awarded to **Ana Sofia Oliveira**, supervised by **Sandra Costa**.
- BI (research grant for PhD student), awarded to **Tiago Aguiar**, supervised by **Sandra Costa**.

Projects coordinated by BRU-Iscte & with BRU-Iscte support concluded in 2023

QualEnv: Change the Climate – Assuring the Quality of Environmental Strategies in Latin-American Higher Education (2020-2023)

QualEnv was an Erasmus+ led by BRU-Iscte, with researcher **Catarina Roseta Palma** as coordinator and **Ana Simaens** as part of the team. The project also involved Iscte research unit ISTAR-Iscte as well as Iscte's Quality Office. The QualEnv project aimed to promote the cooperation for innovation and the exchange of good practices between Latin-American and European higher education institutions, addressing the creation and strengthening of quality assurance mechanisms in environmental management, in a way that is consistent with international standards. The project was based on the transfer of experiences, skills, and competences among leading universities in sustainability and quality management, as well as high-value educational and training content that can accelerate progress in the implementation of SDGs in Latin-American universities.



Between April 26-28, 2023, the final meeting of the QualEnv project took place at the Pontifical Catholic University of Rio Grande do Sul, in Porto Alegre (Brazil), featuring conferences in Portuguese, Spanish, and English. In this occasion, the consortium discussed the project's challenges and milestones, and legacy.



MINDLIVEN: Mindfulness-in-Nature Based Training through Virtual Environments (2020-2023)

MINDLIVEN was an Erasmus+ led by University of Verona, with BRU-Iscte researcher **Sílvia Silva** as local coordinator, and BRU-Iscte researchers **Patrícia Costa** and **Sara Ramos** as team members. The project focused on preventing and addressing workplace stress, through the development of a set of Mindfulness-in-Nature-based practices (MiNBP) supported by an online platform with communication tools and additional resources. The aim of the platform was to facilitate the transfer of learning into the workplace and to create a support community, paired with training and gamification techniques organised into different modules.



During the period April-May 2023, Multiplier Events took place in 5 countries (Italy, Spain, Portugal, Greece, Poland), promoting the project's main results: the MINDLIVEN MiNBP Contents, the MINDLIVEN Online MiNBP Platform, and the MINDLIVEN Policy Report. On May 19, 2023, Iscte hosted the project's final meeting, in which MINDLIVEN partners talked about the findings, reflections, and discussions from the testing process of the educational platform.



INOVMINERAL4.0: Advanced Technologies and Software for Mineral Resources (2020-2023)

INOVMINERAL4.0 was a PT2020 project led by CEI - Companhia de Equipamentos Industriais (Portugal), with BRU-Iscte researcher **João Vilas-Boas** as local coordinator. The aim of the project was to innovate and reorient the industrial models that sustain the Mineral Resources sector through the development of advanced technologies, new products, and software that address the entire value chain: prospecting and mineral research, integrated valorisation of mineral resources, and gains in market share.

The main activities of the project in 2023 were the following:

- In February, the Portuguese Prime Minister and other high representatives visited Solancis SA, one of the leading companies of the INOVMINERAL4.0 consortium, reinforcing the commitment to the Stone by Portugal Sustainable Agenda.
- **Dr. Agostinho Manuel Antunes da Silva**, CEI's co-founder and CEO, presented the objectives, agenda, developments, and results of the INOVMINERAL4.0 project activities at the International Symposium: New Construction with Stone. This event took place between March 1 and 2, at the Faculty of Engineering of the Universidade da Beira Interior (UBI).



ATHENA: University Goes Digital for a Sustainable Global Education (2021-2023)

ATHENA was an Erasmus+ coordinated by BRU-Iscte researcher **Maria José Sousa**, with BRU-Iscte researchers **Álvaro Rosa**, **Álvaro Dias**, **João Guerreiro**, **Leandro Pereira**, **Pedro Fontes Falcão**, **Renato Lopes da Costa**, **Renato Pereira**, and **Teresa Grilo** as part of the team. The project aimed to develop the digital competences of university lecturers, strengthening their response to the challenges facing higher education institutions currently and in the future. The project sought to foster cooperative learning environments, making them transformative and inclusive through the adoption of new technologies such as e-learning, gaming platforms, virtual and augmented reality, modelled systematically to activate key competences in digital learning.



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In 2023, the 4th and final Transnational Project Meeting was held in Portugal at Iscte, on February 9 and 10. During this meeting, all ATHENA partners discussed results and shared outputs of the products. The partners also took the time to exchange on the project's sustainability, the final report, and the financial balance. The final event was also the opportunity to launch the foundation for new initiatives.



iNSPIRE: Innovation for Social Entrepreneurship (2021-2023)

iNSPIRE was an Erasmus+ led by the Association Culturelle des Jeunes Turcs de Bar le Duc (France), with BRU-Iscte researcher Maria José Sousa as local coordinator, and BRU-Iscte researchers **Leandro Pereira, Marjan Jalali, Renato Lopes da Costa,** and **Sofia Vale** as part of the team. The project also involved researchers from IT-Iscte and DINÂMIA'CET-Iscte.



The main activities of the project in 2023 were the following:

- Between June and September, the iNSPIRE Social Entrepreneurship Training took place in Turkey.
- In July, the Inspire Network webinar on Social Impact meeting took place (online).
- In September, the project also hosted a social entrepreneurship-themed workshop in Dublin (Ireland).
- Between September and October, Multiplier Events took place in Portugal (at Iscte) and Turkey, some of which promoting editions of the iNSPIRE Social Entrepreneurship Competition.



ECCEPFIE: European Citizenship Common Education Program for Integrated Europe (2021-2023)

ECCEPFIE was an Erasmus+ led by Voices of the World (Belgium), with BRU-Iscte researcher **Maria José Sousa** as local coordinator. The project also involved Iscte research units CIES-Iscte and ISTAR-Iscte. The project aimed to create a common and inclusive curriculum for students aged 14-18 focused on cultivating EU citizenship education, adopting EU values, raising awareness of European common culture, and having a European identity among young students. The ECCEPFIE project worked to ensure that students got support in school within the teacher-parent triangle, with in-school and out-of-school activities, communication, cooperation, interaction with their European peers, and took responsibility together. An e-book was designed and improved gradually for teachers to use in their execution of European citizenship and EU club training.

The main activities of the project for 2023 were:

- In February, the project was presented at the national exhibition “*Project Fair 2023*” in Klaipėda (Lithuania). The presentation included all national schools and served to introduce and encourage them to use the open education resources designed during this project.
- On March 9-10, the project was showcased at the XVI Educational Fairs at Lublin Exhibition Centre (Poland).
- On April 26, 2023, the last dissemination event of the ECCEPFIE was a conference held in Brussels (Belgium), in the European Parliament. A Member of the European Parliament (MEP) was present, Salima Yenbou, as well as Prof. **Maria José Sousa** (Bru-Iscte). Representatives of all partner schools were also present, and the mobile app launched.



Digi-SOC: Digital Skills and Cross-Domain Entrepreneurship for Societal Challenges (2021-2023)

Digi-SOC was an Erasmus+ led by University of Economics in Katowice (Poland), with BRU-Iscte researchers **Maria José Sousa, José Pedro Dionísio**, and **Ilídio Lopes** as team members. The local coordinator was Pedro Sebastião from IT-Iscte. Digi-SOC focused on developing higher education curricular material addressing digital skills and cross-domain entrepreneurial competencies of university students, equipping them to confront societal challenges. The main outcome was a pedagogical and informative handbook detailing the results achieved.



The main activities of the project in 2023 were:

- Between May 17-21, Digi-SOC partner University of Bologna (Italy) hosted the “building your own competencies within an international, digital and entrepreneurial environment by academic knowledge workshop”, in which students designed a game that addresses different facets of the societal challenges of transition while allowing the player to experiment entrepreneurial competences.
- On November 9, Digi-SOC partner Universitat Antònoma de Barcelona, Faculty of Economics and Business, hosted a conference on innovation and teaching quality with the title “Digital Skills and Cross-Domain Entrepreneurship for Society Challenges”, welcoming the eight other European universities partner to share their experiences in promoting entrepreneurial mentality and developing digital skills in students.