

Dr Federica Salvatori

Assistant Professor of Accounting

Professional profile

A highly respected and versatile lecturer and manager with experience of different Higher Education settings. Experienced in designing, planning, and delivering high quality research-informed UG and PG teaching, achieves consistently high student satisfaction. Manages major transformational change projects, coordinating multiple issues, solving problems, engaging key stakeholders, and ensuring robust compliance processes are embedded.

Achievements and Awards

- 2021: promoted to School Director of Student Engagement and Employability (University of Leicester, UK)
- 2020: promoted to Departmental Learning and Teaching Director (University of Leicester, UK)
- 2020: nominated for the **Best Lecturer Superstar Award** (University of Leicester Students' Union, UK)
- 2018: awarded the **Certificate of Recognition for Continually Striving for Excellence** (University of Leicester, UK)
- 2017: awarded the **Superstar Award** (University of Leicester Students' Union, UK)
- 2017: **Higher Education Academy** (HEA) application selected as example of excellent practices
- 2017: **Mental Health First Aid Champion** (MHFA England)
- 2014: promoted to Head of the Accounting division as junior staff member (Liverpool Hope University, UK)

Summary of ACADEMIC EXPERIENCE

Jan 2023 – to date	Lecturer in Accounting and Finance	John Cabot University (IT)
Sept 2021 – Oct 2022	School Director of Student Engagement & Employability	University of Leicester (UK)
Aug 2020 – Oct 2021	Departmental Director of Learning and Teaching	University of Leicester (UK)
Mar 2019 – Aug 2020	UG Accounting Programme Lead	University of Leicester (UK)
Jan 2017 – Mar 2019	Enterprise Lead (Accounting Division)	University of Leicester (UK)
Sept 2016 – Dec 2022	Assistant Professor in Accounting	University of Leicester (UK)
Nov 2014 – Aug 2016	Head of the Accounting Division	Liverpool Hope University (UK)
Sept 2013 – Oct 2014	Business School event coordinator	Liverpool Hope University (UK)
Sept 2013 – Aug 2016	Lecturer in Accounting and Finance	Liverpool Hope University (UK)
Nov 2010 – Aug 2013	Postdoctoral researcher	University of Modena and Reggio Emilia (IT)

1. TEACHING and LEARNING

1.1 Undergraduate and Postgraduate teaching

FIN 201 Financial Accounting (UG)	John Cabot University (IT)
• Module leader - Year 2022/23	
FIN 202 Managerial Accounting (UG)	John Cabot University (IT)
• Module leader - Year 2022/23	
ADEC110 Academic and Study Skills (UG)	University of Leicester (UK)
• Module leader - Year 2022/23	
MN1010 Business Finance and Reporting (UG)	University of Leicester (UK)
• Module leader - Years: 2019/20, 2018/19, 2017/18	
• Seminar leader - Year 2016/17	
MN1016 Foundations of Financial Accounting (UG)	University of Leicester (UK)
• Module co-leader and seminar leader - Years: 2022/23, 2021/22, 2020/21, 2019/20, 2018/19	
• Seminar leader - Year 2017/18	
EC2076 Principles of Accounting (UG)	University of Leicester (UK)
• Module leader and seminar leader - Years: 2022/23, 2021/22	
MN2115 Financial Reporting (UG)	University of Leicester (UK)
• Module leader and seminar leader - Year 2021/22	
• Seminar leader - Years: 2020/21, 2019/20	
MN2135 Foundations of Financial Reports Analysis (UG)	University of Leicester (UK)

- Seminar leader - Years: 2018/19, 2017/18, 2016/17
- MN2136 Corporate Governance (UG)** University of Leicester (UK)
- Module leader and seminar leader - Years: 2022/23, 2021/22, 2020/21
- EC3076 Accounting (UG)** University of Leicester (UK)
- Module leader and seminar leader - Year 2021/22
- MN3101 Dissertation (UG)** University of Leicester (UK)
- Supervisor - Years: 2020/21, 2019/20, 2016/17
- MN3206 Dissertation (UG)** University of Leicester (UK)
- Supervisor - Year 2021/22
- MN3142 Advanced Financial Accounting (UG)** University of Leicester (UK)
- Moderator - Years 2021/22, 2020/21, 2019/20, 2018/19
- International financial reporting** University of Lille, ISEA (FR)
- 12-hour module (Y3 UG), April 2017
- IB98Y0 Dissertation (PG)** University of Warwick (UK)
- Supervisor - Years: 2022/23, 2021/22
- MN7040 Dissertations (PG)** University of Leicester (UK)
- Supervisor - Year 2016/17
- EC7110 Dissertations (PG)** University of Leicester (UK)
- Supervisor - Years 2021/22, 2020/21
- MN7403 Accounting and Finance for Managers (PG)** University of Leicester (UK)
- Seminar leader - Year 2017/18
- MN7516 Accounting for Managers (PG - DL)** University of Leicester (UK)
- Module leader and seminar leader - Years: 2019/20, 2018/19, 2017/18, 2016/17
- MN7540 Financial Statements: Theory, Practice and Critique (PG - DL)** University of Leicester (UK)
- Moderator - Years: 2021/22, 2020/21, 2019/20, 2018/19, 2017/18
- MN7703 Managing Finances and Strategic Decision-Making (PG - DL)** University of Leicester (UK)
- Seminar leader - Year 2019/20
- Principles of Financial Accounting (UG)** Liverpool Hope University (UK)
- Module leader, seminar leader and tutorial leader - Year 2015/16
- Intermediate Financial Accounting (UG)** Liverpool Hope University (UK)
- Module leader, seminar leader and tutorial leader - Year 2015/16
- Ethics and Accountability (UG)** Liverpool Hope University (UK)
- Module leader, seminar leader and tutorial leader - Year 2015/16
- Finance (UG)** Liverpool Hope University (UK)
- Module leader and seminar leader - Years: 2015/16, 2014/15, 2013/14
- Managerial Finance (PG)** Liverpool Hope University (UK)
- Module leader - Years: 2015/16, 2014/15
- Financial Accounting (UG)** Liverpool Hope University (UK)
- Module leader, seminar leader and tutorial leader - Years: 2014/15, 2013/14
- Financial Reporting (UG)** Liverpool Hope University (UK)
- Module leader, seminar leader and tutorial leader - Years: 2014/15, 2013/14
- Financial Management (UG)** Liverpool Hope University (UK)
- Module leader, seminar leader and tutorial leader - Years: 2014/15, 2013/14
- Financial Accounting (UG)** University of Modena and Reggio Emilia (IT)
- Module leader - Years: 2012/13, 2011/12
- Business Management (UG)** University of Modena and Reggio Emilia (IT)
- Module leader - Years: 2012/13, 2011/12

1.2 International guest lectures

- ‘The role of accounting (and accountants) in the public sector’, University of Perugia, 23 March 2021
- ‘Sustainability Reporting in the Public Sector: UK focus’, University Cattolica del Sacro Cuore (IT), 6 March 2017

- ‘Risk management and risk disclosure. The case of utility companies’, University of Bologna (IT), 17 & 20 May 2016
- ‘Sustainability reports and risk disclosure. Analysis of environmental, operative and financial risks in Italian public utilities’, University of Bologna (IT), 8 May 2015
- ‘Social Impact Bonds as innovative practice to fund social programs’, University Cattolica del Sacro Cuore (IT), 15 April 2014
- ‘Performance measurement in the Public Sector’, University Cattolica del Sacro Cuore (IT), 10 April 2014
- ‘Balanced Scorecard. A strategic management system’, *Urbino University “Carlo Bo” (IT)*, 7 March 2013
- ‘A comparative analysis of the Public Sector reforms’, University Cattolica del Sacro Cuore (IT), 3 December 2012
- ‘Innovative practices in the US/UK Public Sector’, University Cattolica del Sacro Cuore (IT), 3 December 2012
- ‘A comparative analysis of the Public Sector reforms’, University Cattolica del Sacro Cuore (IT), October 2011
- ‘Innovative practices in the US/UK Public Sector’, University Cattolica del Sacro Cuore (IT), October 2011
- ‘Balanced Scorecard. A strategic management system’, Urbino University “Carlo Bo” (IT), 26 March 2009

1.3 Teaching income

Awarded **Teaching Development Fund** for **£1,014** by the University of Leicester to study the use of theatre improvisation techniques in HE

2. RESEARCH

2.1 Journal Publications

- 1) Aureli, S., Salvatori, F., and Magnaghi, F. (2020). A country-comparative analysis of the transposition of the EU non financial directive: an institutional approach. *Accounting, Economics, and Law: a Convivium*, 10(2).
- 2) Aureli, S., Magnaghi, E., Salvatori, F. (2019). The role of existing regulation and discretion in harmonising non-financial disclosure. *Accounting in Europe*, 16(3).
- 3) Aureli, S., Magnaghi, E., Salvatori, F. (2018). Discretion and formal harmonization: a study of the transposition of the Non-Financial Reporting Directive in the UK, France and Italy, in *SYMPHONYA Emerging Issues in Management*, 1, 48-67.
- 4) Cluley, V., Radnor, Z., Salvatori, F., Whiting, A. (2018). A role for independent peer review: Reflections on the gateway review process, *British Journal of Health Care Management*, 24(5), 242-249.
- 5) E. Caperchione, F. Salvatori and E. Benghi (2014). Where there’s a will, there’s a way. Acting beyond the cutback. *Public Money & Management*, 34(2).
- 6) S. Aureli and F. Salvatori (2013). Investigation of risk management and risk disclosure practices of Italian listed local utilities. *Financial Reporting*, 1.
- 7) F. Salvatori and S. Aureli (2012). An investigation on possible links between risk management, performance measurement and reward schemes. *Journal of Accounting and Management Information Systems*, 11(3).
- 8) E. Caperchione and F. Salvatori (2012). Rethinking Local Government - financial markets relations. *Public Money & Management*, 32 (1).
- 9) F. Salvatori and S. Aureli (2012). Are performance-dependent rewards a viable tool to assure managers’ commitment toward firm’s risk management goals? In M. J. Epstein and J. Manzoni (Eds.), *Performance Measurement and Management Control: Global Issues*, Emerald Group Publishing Ltd.
- 10) S. Aureli and F. Salvatori (2012). Perceptions of Risk Management Practices through the reading of public corporate financial documents. Collezione AMS-Acta, AlmaDL – University of Bologna.
- 11) S. Aureli and F. Salvatori (2012). Risk disclosure in Sustainability reports of Italian public utilities. Collezione AMS-Acta, AlmaDL – University of Bologna.
- 12) M. Ciambotti, S. Aureli and F. Salvatori (2010). Interpretative analysis of the Italian shoemaking industry: some empirical evidences from the Marche Region. *Piccola Impresa/Small Business Review*, 2.

2.2 Book Chapters

- 1) M. Ciambotti, S. Aureli and F. Salvatori (2010). La valutazione ed il controllo delle risorse immateriali nelle aziende partecipate dai fondi di private equity e venture capital. In L. Marchi e S. Marasca (Eds.), *Le risorse immateriali nell’economia delle aziende*, Il Mulino: Bologna.

2.3 Conference Proceedings

- 1) F. Salvatori and S. Aureli (2013). The current state of the art of risk management in Italian small and medium-sized enterprises. Proceedings of the 8th International Accounting and Management Information Systems Conference, Bucharest (RO), 12-13 June.
- 2) F. Salvatori and S. Aureli (2012). An investigation on possible links between risk management, performance measurement and reward schemes. Proceedings of the 7th International Accounting and Management Information Systems Conference, Bucharest (RO), 13-14 June.
- 3) M. Ciambotti, S. Aureli and F. Salvatori (2008). Interpretative analysis of the Italian shoemaking industry: some empirical evidences from the Marche Region. Proceedings of the RENT XXII Conference – Research in Entrepreneurship and Small Business, Covilha (PT), 10-21 November.

2.4 Research seminars

- 1) F. Salvatori, S. Aureli, and E. Magnaghi (2019), 'The role of existing regulation and discretion in harmonising non-financial disclosure'. University of Birmingham, Birmingham Business School, Accounting Research seminars, 22 May.
- 2) F. Salvatori (2014), 'Art and science: two souls of risk management'. University Cattolica del Sacro Cuore (IT), 9 April.
- 3) F. Salvatori (2014), 'Art and science: two souls of risk management'. Liverpool Hope University (UK), 28 February.
- 4) F. Salvatori (2011), 'A proposal of holistic risk management in Italian local utilities'. University of Modena and Reggio Emilia (IT), 4 February.

2.5 Research grants

- **Awarded £6,500 in 2017 from Leicester City Council** to perform the Gateway Review of the Integrated Point of Access Programme, a £2.5m project in the UK health and social care sector. Principal investigator.

2.6 PhD Students

- Supervised PhD Students (DL, PT) from 2020 onwards.
- Member of PHD Probation Review panels over the years

2.7 Discussant at conferences

- New Public Sector Seminar (NPS), 3-4 November 2016, University of Edinburgh (UK)

3. LEARNING & TEACHING LEADERSHIP

Sept 2021 – Oct 2022 **School Director of Student Engagement and Employability** University of Leicester (UK)

- Set up the Business School strategy for engagement and employability
- Worked with stakeholders to plan and deliver the annual calendar of social and career-related events, including planning of the induction week for +3500 students involving +70 staff members for delivery
- Managed budget for student engagement and employability

Aug 2020 – Oct 2021 **Department Director of Learning and Teaching** University of Leicester (UK)

- Overseen the quality of teaching and student experience across 16 programmes and 140 modules
- Reviewed programmes to ensure alignment with market demand, internal changes and improvements
- Managed Covid-19 internal processes and provided support to isolating students
- Coordinated 5 programme leaders, including individual performance development discussions
- Provided support to 70+ colleagues on teaching, assessment and policy matters
- Chaired the monthly Departmental Learning and Teaching committee meetings

Mar 2019 – Aug 2020 **UG Accounting Programme Lead** University of Leicester (UK)

- Managed and delivered the response to Covid-19 emergency for the Accounting degrees, including changes to assessment arrangements and programme structure, and a swift move to online study
- Led programme and module changes for continuous improvement
- Delivered student induction talks and actively participated to recruitment events
- Chaired the Accounting Student Staff Committee meetings
- Actively contributed to the Undergraduate Operations Committee, Learning and Teaching Working group, and Accounting division meetings

Jan 2017 – March 2019 **Enterprise Lead (Accounting division)** University of Leicester (UK)

- Proactively championed enterprise and engagement activity to increase engagement income
- Contributed to the Business Engagement Group, Enterprise Committee, and External Relations Group
- Participated to internal and external events to increase the School outreach and profile

Nov 2014 – Aug 2016 **Head of Accounting Division** Liverpool Hope Business School (UK)

- Managed and overseen the Accounting & Finance programmes, achieving the maximum number of professional body exemptions and improving internal processes
- Initiated, developed, validated and fully accredited a new UG programme in collaboration with key stakeholders, leading to +90% applications to the Accounting & Finance degree and +46% in student satisfaction within one year
- Led and managed 7 members of staff, managing workload and performance

Sept 2013 – Oct 2014 **Business School event coordinator** Liverpool Hope Business School (UK)

- Set the Business School recruitment strategy and action plan
- Coordinated School recruitment days in liaison with the Head of Recruitment
- Written reports to monitor and improve the recruitment days

- Organized the yearly Business School research seminar series

BUSINESS EXPERIENCE

- 23-25 October 2023 **Student Trainer** University of Bologna – Rimini campus (IT)
- ‘Leading the way. Building future leaders in tourism’ (6 hours, PG students)
- 30-31 May 2023 **Student Trainer** University of Bologna – Rimini campus (IT)
- ‘Future leaders. Soft skills for agile thinkers in a complex world’ (9 hours, UG students)
- 8-12-14 July 2022 **Corporate Trainer** BVA Academy (IT)
- ‘*Innovation and Problem solving*’ training sessions for Italian SMEs entrepreneurs and managers
- 7 March 2019 **Corporate Trainer** University of Leicester (UK)
- ‘*Voice and Storytelling*’ Workshop for University staff
- 14 November 2018 **Corporate Trainer** University of Leicester (UK)
- ‘*Improvisation & voice performance*’ workshop for PhD students
- 10 December 2018 **Corporate Trainer** University of Leicester (UK)
- ‘*Voice and storytelling*’ workshop for FLP/LEP alumni (Organisation Development team)
- March 2017 – Sept 2017 **Consultant** University of Leicester (UK)
- Conducted Gateway Review for Leicester County, Leicester City and Rutland
- May 2012 - Aug 2013 **Consultant** University of Modena and Reggio Emilia (IT)
- Advice to Ministry on the reform of CPD requirements of certified accountants in Italy
 - Trained city public managers on performance measurement and management
- Oct 2011 - Sept 2012 **Consultant** ALTIS, Postgraduate School Business & Society (IT)
- Research to assess the feasibility of implementing a Social Impact Bond scheme in healthcare
- June 2012 - July 2015 **Risk Management Consultant** Alea Srl (IT)
- Supported the development of an in-house risk management integrated software
- May 2005- Sept 2009 **Accountant Trainee** Various Accounting firms (IT)
- Processed accounting records and prepared account reconciliation, managed disputes with tax authorities
 - Prepared sustainability reports for non-profit organisations

EDUCATION

- Nov 2007 – Apr 2011 **PhD in Business Administration** University of Urbino (IT)
- Oct 2009 – Apr 2010 **Visiting student** DePaul University, Chicago (USA)
- Jan 2008 – Jan 2008 **Student at the School of Research Methodology** AIDEA, Venice (IT)
- Feb 2005 – May 2007 **MSc in Accountancy (cum laude)** University of Perugia (IT)
- Sept 2001 – Feb 2005 **BA (Hons) in Accountancy and Law (1st class)** University of Perugia (IT)

OTHER TRAINING and CERTIFICATIONS

- Design Sprints Masterclass Certification – AJ&Smart – 13 April 2022
- ‘Improv’ training – The Same Faces, Leicester, 2019
- ‘Introduction to long-form Improv’ training course - The Free Association, London, 19 - 21 June 2018

MEMBERSHIP

- Fellow of the UK Higher Education Academy since 1 March 2017
- Member of RASA (Research unit in Accounting, Society and Accountability)