

Cinzia DAL ZOTTO

Curriculum Vitae

Institute of Management
Faculty of Economics and Business
University of Neuchâtel
A. L. Breguet 2 – 2000 Neuchâtel
cinzia.dalzotto@unine.ch
<https://www.cinziadalzotto.ch/>



Nationality: Italian; Work Permit C

Education

2013

Summer Investigative Reporting Course. Columbia Graduate School of Journalism, New York, USA.

1996-2000

Ph.D in Business Administration – Tesi: «Die Simultaneität und Permanenz von Personal- und Organisationsentwicklung», University of Regensburg, Germany. Mark: Summa cum Laude

1990-1995

Laurea in Business Administration – Thesis: “La motivazione al lavoro: Il caso tedesco”, Catholic University of Milan, Italy. Mark: 110/110

Academic positions

Permanent positions

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| 2008-present | Professor (<i>Titulaire</i>), Faculty of Economics and Business, University of Neuchâtel, Switzerland |
| 2004-2008 | Post-doctoral researcher and then Assistant Professor, Department of Entrepreneurship Marketing and Management, Jönköping International Business School, Sweden |
| 2001-2003 | Post-doctoral researcher, chair of Innovation and Technology Management, Faculty of Economics and Business, University of Regensburg, Germany (scholarship funded by the German Federal Ministry for Education and Research) |
| 1996-2000 | PhD candidate and teaching assistant, chair of Organizational behavior and human resource management, Faculty of Economics and Business, University of Regensburg, Germany |

Visiting lecturer / professor positions

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| 2020-2023 | Organizational Dynamics and Behavior (Docente di area), Nettuno University, Rome, Italy |
| 2015 | ICT for Network Organizations, Università Nettuno, Rome, Italy |
| 2009-2011 | Faculty of Management, University of Passau, Germany |
| 2009 | Faculty of Communication, Culture and Society, University of Lugano, Switzerland |
| 2007 | Faculty of Management, University of Johannesburg, South Africa |
| 2006-2007 | School of Media, Arts and Design, University of Westminster, UK |

2005	Mudra Institute of Communications, Ahmedabad, India
2004	Ecole Supérieure de Commerce, University of Toulouse, France
2001-2003	School of Economics and Management, Free University of Bolzano, Italy
1999-2000	Post Graduate Program on Enterprise Innovation (MII), University of Trento, Italy

Visiting scholar position

Jan-July 2002 Visiting Research Fellow, Berkeley Roundtable on the International Economy (BRIE), UC Berkeley, USA

Other positions

University of Neuchâtel

- Member of the Program Committee, Master in General Management, 2018-present
- Responsible for the Human Resource Management Orientation, Bachelor program, 2015-2018
- Member of the Quality Control and Development Commission (*Commission Qualis*), 2010-2015
- Member of the Equality Commission (*Commission Egalité*) (2010-2012)

Media Management and Transformation Centre (MMTC), Jönköping International Business School, Sweden

- Responsible for the “Visiting Doctoral Fellowship Program”, 2004-2008
- Organizer and coordinator of the EMMA Doctoral Summer School

Teaching activities (courses)

University of Neuchâtel, Switzerland

2026-present	<i>Changement en Organisation et Accompagnement</i> , CAS Stratégie et Organisation, Master Ressources Humaines et Carrières
2022-present	<i>Management</i> , Bachelor in Economics and Business
2022-present	<i>Leadership et Changement</i> , CAS in Hospital Leadership
2020-present	<i>Gestion des Ressources Humaines</i> , CAS in Public Management Tools
2019-present	<i>Human Resource Management and Leadership</i> , MSc General Management
2016-present	<i>Culture, human resources and International Firms</i> , MSc International Business Development
2010-present	<i>Gestion des Ressources Humaines</i> , Bachelor in Economics and Business
2016-2022	<i>Organizational Behavior</i> , Bachelor in Economics and Business
2016-2018	<i>Diversity and Inclusion Management</i> , Bachelor in Economics and Business
2009-2015	<i>Media Strategy and Leadership</i> , Master of Arts in Journalism
2009-2015	<i>Media Marketing and Advertising</i> , Master of Arts in Journalism
2011-2015	<i>Business Journalism</i> , Master of Arts in Journalism
2009-2015	<i>Media Industry Management</i> , Master of Arts in Journalism
2009-2015	<i>Introduction to Economics</i> , Master of Arts in Journalism
2009-2011	<i>Economics and Regulation of Media</i> , Master of Arts in Journalism

Jönköping International Business School, Sweden

2004-2008	<i>Organization and Leadership, Strategy and Technology, Entrepreneurship and Business Planning</i> (master courses)
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University of Regensburg, Germany

1996-2000 *Human Resource Management, Organization (full tutorial courses)*

Supervision of doctoral thesis

Current

- 2026-present Nejira Mehic, *Rethinking Professional Study Guidance: Developing a Profession Sensitive AI-Enabled System in Social Work Education*, co-direction with Oliver Steiner of Fachhochschule Nordwestschweiz
- 2026-present Jensis Nicoyitungiye, *The impact of artificial intelligence on employees' competence development*, University of Neuchâtel
- 2024-present Valentina Rillo, *The impact of hybrid work on employees and the workplace: between signals and paradoxes*, University of Neuchâtel
- 2023-present Viviane Abomo, *L'apport de la sécurité sociale dans la gestion des ressources humaines : Le cas des PME camerounaises*, co-direction with Anne-Sylvie Dupont, University of Neuchâtel
- 2022-present Melanie Germann, *Arbeitgebendenattraktivität im Sozialbereich: Gewinnung und Bindung von Sozialarbeiter:innen - mit dem Fokus auf die aktuell jüngste Generation*, co-direction with Annabel Bartelsen of Fachhochschule Nordwestschweiz

Awarded

- 2023 Afshin Omid, *Enriching media work in the age of digital platforms: A labor process perspective*, University of Neuchâtel (thesis defended on May 9)
- 2020 Evgeniya Lupova, *Managing innovation in organized clusters: Towards an understanding of clusters as meta-organizations*, University of Neuchâtel (thesis defended on September 7).
- 2018 Clement Charles, *La Transition nécessaire des Entreprises de Médias vers des Processus Organisationnels Flexibles pour Maitriser les Dynamiques du Marché*, University of Neuchâtel (thesis defended on April 17)
- 2017 Giulia Spolaor, *Managing Transnational Media Firms: The role of Advertising, Branding and Key Resources*, University of Neuchâtel (thesis defended on August 30)
- 2014 Vittoria Sacco, *Global crisis communication: social media challenges and opportunities for journalists*, University of Neuchâtel, co-directed with Diana Bossio of Swinburne University in Australia (thesis defended on September 18)

PhD External Examiner

- University of Geneva, Switzerland
- ESCP Business School Paris, France
- Alpen-Adria University Klagenfurt, Austria
- University of Hamburg, Germany
- Lebanese American University, Lebanon

Managerial positions in academia

- 2022-present Co-director, CAS in Public Management Tools, Faculty of Economics and Business, University of Neuchâtel
- 2021-present Co-director, CAS in Hospital Leadership, Faculty of Economics and Business, University of Neuchâtel

2016-2019	Director, MSc in International Business Development, Faculty of Economics and Business, University of Neuchâtel
2010-2012	Department Director, Academy of Journalism and Media, University of Neuchâtel
2010-2012	Director of Master of Arts in Journalism, Faculty of Economics and Business, University of Neuchâtel
2004-2008	Director of Research, Media Management and Transformation Centre, Jönköping International Business School, Sweden

Funds acquisition and Management of research projects/grants

Swiss National Science Foundation, Scientific Exchanges, *Ownership Structures and Managerial Challenges in the African Media and Telecommunications Sectors*, Scientific Exchanges, 2018 (CHF 14'900.-)

Swiss Network for International Studies, *Telecommunications Politics in Authoritarian Developing Countries - Development, Control and Ownership in the African Information and Communications Technology Sector*, Co-coordinator with Tina Freyburg, 2016-2018 (CHF 250'000.-)

Swiss National Science Foundation, Sinergia, *The interplay between media industry transformation and social communication technology*, Direction of subproject B: The fall and the rise of business models in news media organizations, 2011-2014 (CHF 1'300'000.-)

Swiss Federal Office of Culture, *Cultural journalism in Switzerland*, Co-Direction with Vincent Kaufmann, 2011-2012 (CHF 50'000.-)

Swiss Federal Office of Communication, *Effects of media concentration and media crisis on the diversity of opinion in selected regions of Switzerland*, with University of Zurich and University of Lugano, 2010 (CHF 110'000.-)

European Commission, Directorate General Information Society and Media, *Indicators for media pluralism in the member states – towards a risk-based approach*, co-investigator with University of Leuven as coordinator, 2006-2008 (EUR 500.000.-)

WAN-IFRA association, "Where NEWS?" Initiative, *Business Models of Newspaper Publishing Companies*, Co-Direction with Robert G. Picard, 2005-2006 (EUR 50'000.-)

German Ministry of Education and Research, EXIST-High Technology Entrepreneurship Postgraduate Program, Post-doctoral scholarship, 2000-2003 (EUR 100'000.-)

Professional activities

Senior Consultant in human resource management, Vicario Consulting, Lausanne – since 2016

Member of the Public Council of SWI swissinfo.ch, the international service of SRG SSR – since 2017

Member of the program and organization committee of the "Cafés scientifiques" series, University of Neuchâtel – since 2015

Member of the group of external experts in the context of the Institutional Accreditation Process of the University of Lugano – 2021

Member of Executive board

- Information and Communication Technology in Organizations and Society (ICTO), 2016-2019
- Swiss Association of Communication and Media Research (SACM), 2009-2016
- European Media Management Education Association (EMMA), 2007-2009

Grant referee

- Swiss National Fond for Academic Research
- Swiss Federal Office for Gender Equality
- Norway Research Council

Journal referee

- Information Technology and People
- International Journal of Sociology and Social Policy
- Sustainability
- The International Journal on Media Management
- Journal of Media Business Studies
- Digital Journalism
- Pacific Asia Journal of the Association for Information Systems
- Studies in Communication Sciences – Journal of the Swiss Communication and Media Research Association

Conference referee

- AoM – Academy of Management Conference
- Egos – European Group of Organization Studies
- EMMA – European Education and Media Management Association
- ECIS – European Conference on Information Systems
- Workshop Organisation – Verband der Hochschullehrer für Betriebswirtschaft e.V.
- SGK – Schweizerische Gesellschaft für Kommunikations- und Medienwissenschaft

Awards and scholarships

- German Ministry of Education and Research, EXIST-High Technology Entrepreneurship Postgraduate Program, Post-doctoral scholarship, 2000-2003
- OBAG Best PhD Dissertation Award, 2001
- One full year Erasmus Scholarship, 1992-1993
- University Merit Scholarship of the Catholic University (I.S.U.), Milan, 1989-1992

Languages

Italian (mother tongue); English, French and German (all fluent).