

**Final Report of Assistant Professor Call protocol n. 5619****Department:** Management and Technology**Application deadline:** March 8<sup>th</sup>, 2020**Junior Hiring committee:** Nilanjana Dutt, Cassandra Rae Chambers, Cédric Gutierrez Moreno, Arnaldo Camuffo (coordinator)**Recommended Action:** Call to be closed with 1 position filledFinal Report – Milan, April 29<sup>th</sup>, 2021 (by the committee coordinator, Arnaldo Camuffo)

**Summary:** The Committee scrutinized the applications received for the position of Assistant Professor. The first selection was made on the basis of CV, job market paper and additional materials provided by the candidates. Based on this evaluation, 2 candidates were selected for an online interview with the Hiring Coordinator. This step enabled the committee to make a more informed assessment about the potential of the candidates and, consequently, to make a more effective evaluation about the probability of a successful tenure track given the present tenure requirements at Bocconi. This process resulted in the decision to make 1 offer which was accepted. As a result, this selection process ends with 1 position filled.

**Evaluations:** In this section, we provide an evaluation of the candidates invited for a virtual interview

**1. Miguel Espinosa, Ph.D. LSE:**

He is currently Assistant Professor at the University Pompeu Fabra, Barcelona, Spain. His research concentrates on Strategy, Organizational Economics and Personnel Economics. He has a broad and deep research agenda which is quickly transitioning from applied economics to management. The Committee was impressed not only by his accomplishments (a solo Management Science paper, an R&R in *Econometrica* and a deep pipeline), but also by his impressive empirical skills which would add to the Department and represent a complementary asset.

The interview revolved around the candidate's current research agenda, his papers' pipeline and the future research projects. The Committee appreciated the candidate's clarity in explaining his research program as well as the richness of the potential research collaborations with other department of management and technology Faculty members in areas like human resource management, organizational theory and corporate strategy.

2.

OMISSIS

On the basis of the above described selection process, the Department Board asked the Dean of Human Resources to make an offer to Miguel Espinosa which was accepted.

Arnaldo Camuffo (on behalf of the Hiring Committee)

A handwritten signature in blue ink, appearing to read "Arnaldo Camuffo". The signature is fluid and cursive, with the first name "Arnaldo" and the last name "Camuffo" clearly distinguishable.

Milan, 29<sup>th</sup> April 2021