

Department of Management and Technology

Final Report for the Assistant Professor Call of April 23rd, 2019 prot. n. 9359

**Application deadline:** 15th August 2019

**Junior Hiring Committee:** Arnaldo Camuffo (Chair), Mario Amore, Cassandra Chambers

The Hiring Committee of the Department of Management and Technology has examined the applications that were submitted for the Call for the Conferral of 1 Assistant Professor position (Call of April 23rd 2019 prot. N. 9359 ) as received online.

**Number of valid applications:** 193

**Summary:** We interviewed 44 applicants at the Academy of Management meeting in Boston in August 2019, and 6 of those applicants were invited for flyouts. One applicant was interviewed via Skype. All the flyouts took place from October 2019 — November 2019

The following applications were considered valid:

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ALESSANDRO IORIO:

The Committee has applied the following criteria in the selection process: 1) publications in reputable outlets and/or good pipeline of papers in the research areas of interest for the Department of Management and Technology; 2) Teaching experience (in the areas relevant to the Department) as instructor and/or TA with good evaluations; 3) Evidence of organizational citizenship and service performance 4) Effectiveness in delivering the job market seminar and academic rigor of the job market paper; 5) Outstanding reference letters.

**The shortlist of candidates invited for flyouts: 6**

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Alessandro Iorio

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**Number of flyouts: 5**

OMISSIS cancelled her flyout.

The evaluation expressed by the Committee and the Department on the candidate after the fly out seminar is as follows:

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**Alessandro Iorio**

The candidate (PhD candidate Carnegie Mellon University) has an interesting CV and a promising research agenda in the area of organizational networks and behavioral strategy. It nicely strengthens (social networks) some of the Department research in organizational theory. The publication potential is good and demonstrated. Excellent job talk.

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area. The publication potential is good. Very good job talk.

On the basis of the above described selection process, the Department Board asked the Vice Rector for Human Resources to make one offer to Alessandro Iorio.

In conclusion, we received 193 applications, invited 6 candidates for a flyout, made 1 job offer, and secured 1 hire. We therefore request to close this call with one position filled.

Milan, January 15<sup>th</sup>, 2020

Head of the Management and Technology Department

  
Prof. Alfonso Gambardella