

Department of Management and Technology
Final Report for the Assistant Professor Call of June 5th, 2018 prot. n. 69256

Application deadline: 1st October 2018

Junior Hiring Committee: Arnaldo Camuffo (Chair), Celia Moore, Nilanjana Dutt, Mario Amore

The Hiring Committee of the Department of Management and Technology has examined the applications that were submitted for the Call for the Conferral of 2 Assistant Professors position (Call of June 5th, 2018 prot. n. 69256) as received online.

Number of valid applications: 188

Number of flyouts: 9

Summary:

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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 following candidates were shortlisted for an interview and invited to flyout:

Tracy Anderson

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Sandeep Pillai

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Two of the candidates listed above cancelled their 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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Tracy Anderson

The candidate (PhD candidate Wharton) has an interesting CV with significant previous experience. Her research agenda is promising and broad in the area of human capital, HRM and careers. It nicely complements some of the Department research in the OB/HRM/HC areas. The publication potential is good and demonstrated. Very good job talk.

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Sandeep Pillai

The candidate (PhD candidate Maryland) has an interesting CV and a promising research agenda in the area of strategy and entrepreneurship. It nicely complements (historical methods) some of the Department research in the entrepreneurship and strategy areas. The publication potential is good and demonstrated. Very good job talk.

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On the basis of the above described selection process, the Department Board asked the Vice Rector for Human Resources to make three offers to Tracy Anderson, Britta Glennon and Sandeep Pillai. Two offers were accepted by Tracy Anderson and Sandeep Pillai filling the positions. In conclusion, we received 188 valid applications, invited 11 candidate for a flyout, made 3 job offers, and secured 2 hires. We therefore request to close this call with two positions filled.

Milan, January 30th, 2019

Head of the Management and Technology Department

Prof. Alfonso Gambardella

