

Department of Management and Technology
Final Report for the Assistant Professor Call of April 7th, 2017 prot. n. 2625

Application deadline: 15th October 2017

Junior Hiring Committee: Arnaldo Camuffo (Chair), Celia Moore, Charles Williams, 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 Professor positions (Call of April 7th 2017 prot. N. 2625) as received online.

Number of valid applications: 216

Number of flyouts: 11

Summary: We interviewed 38 applicants at the Academy of Management meeting in Boston in August 2017, and on top of these 38, 3 more candidates were interviewed through personal meetings or skype calls. Out of these 41 interviewed candidates 12 of those applicants were invited for flyouts. One out of 12 applicants cancelled his flyout close to the flyout date. All the remaining flyouts took place from November to December 2017.

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 applications were considered valid:

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The following candidates were shortlisted for an interview at the AoM Conference:

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Twelve candidates were invited to flyout. The following eleven candidates came and held the job market seminar. The evaluations expressed by the Committee and the Department on each candidate after the fly out seminar are as follows:

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Daphne Teh

PhD candidate at Insead. Excellent research potential, very good seminar and job market paper, very good citizenship and teaching experience.

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Cassandra Chambers

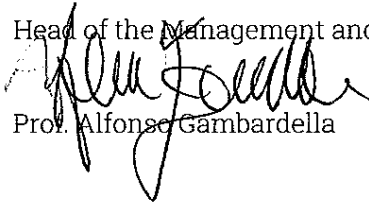
PhD candidate at University of Michigan. Excellent research potential, very good seminar and job market paper, very good citizenship and teaching experience.

On the basis of the above described selection process, the Department Board asked the Vice Rector for Human Resources to make four offers. Two offers were accepted by Daphne Teh and Cassandra Chambers, filling the two positions.

In conclusion, we received 142 applications, invited 12 candidates for flyouts, made 4 job offers, and secured 2 hires. We therefore request to close this call with two positions filled.

Milan, March 12th, 2018

Head of the Management and Technology Department

A handwritten signature in black ink, appearing to read 'Alfonse Gambardella', written over the typed name.

Prof. Alfonse Gambardella