

Final Report of Assistant Professor Call protocol n. 24198**Department:** Management and Technology**Application deadline:** September 13th, 2020**Junior Hiring committee:** Nilanjana Dutt, Cassandra Rae Chambers, Cédric Gutierrez Moreno, Arnaldo Camuffo (coordinator)**Total applications:** 263**Valid applications:** 221**Number of interviews:** 19**Number of flyouts:** 14**Recommended Action:** Call to be closed with 2 positions filled

Final Report – Milan, January 18th, 2021 (by the committee coordinator, Arnaldo Camuffo)

Summary: The Committee scrutinized the applications received for the 2 positions 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, 19 candidates were selected for an online interview with the Hiring Committee, and 14 of those applicants were invited for an online seminar for the faculty and for one-to-one online meetings with faculty members. 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 2 offers which were accepted. As a result, this selection process ends with 2 positions filled.

Evaluations: In this section, we provide a very brief overview of the candidates invited for a virtual flyout.

1. Heather Yang, Ph.D. MIT:

Her research mostly concentrates on OB, cognition, decision making and human technology interactions using a network approach. Her research agenda is impressive with co-authored publications already in Management Science and Organizational Behavior and Human Decision Processes. Her seminar was interesting, engaging and interactive. She engaged deeply with the questions, showing that she can think on the spot. She would bring diverse yet complementary set of theoretical viewpoints and methodological approaches. The committee strongly supported her candidacy and, after the third step of the evaluation process, she was ranked among the top 5 candidates. For this reason, she was offered a position, and she accepted.

OMISSIS

3. Aldona Kapacinskaite, Ph.D. LBS:

Her research concentrates on Corporate Strategy and Innovation. Her research agenda is promising with some papers submitted or being prepared for submission to top journals. The seminar was good albeit the job market paper needs refinement. She is very mature, well rounded, and would be a great fit with the department. She has a lot of visibility already in the management scholars community (CCC, SRF, seminars). The committee strongly supported her candidacy and, after the third step of the evaluation process, she was ranked among the top 5 candidates. For this reason, she was offered a position, and she accepted.

OMISSIS

On the basis of the above described selection process, the Department Board asked the Dean of Human Resources to make two offers: to Aldona Kapacinskaite and to Heather Yang which were accepted.

In conclusion, we received 263 applications, 221 valid applications, invited 14 candidates for a virtual flyout, made 2 job offers, and secured 2 hires. We therefore request to close this call with two positions filled.

Arnaldo Camuffo (on behalf of the Hiring Committee)



Milan, 18 January 2021