**Final Report of Assistant Professor Call**

**Department**: Policy Analysis and Public Management

**Application deadline**: October 30, 2014

**Hiring committee**: Stefano Baia Curioni, Andrea Colli, Greta Nasi, Alex Turrini
**Number of valid applications**: 47
**Number of flyouts**: 6

**Recommended Action**: Call to be closed with 1 positions filled.

**Summary**: During the summer of 2014-15 the Department posted a call for 1 assistant professor, with an application deadline on October 30, 2014. The Committee received 47 valid applications. Each application was initially evaluated by the members of the hiring committee to determine a preliminary short list of candidates. After an in-depth analysis of the curricula the committee selected 6 candidates to be invited for campus flyouts during the months of February and March 2015. Given the peculiarity of the call, the procedure followed by the committee has been the following:

**Proceedings of the Committee for an Assistant Professor (tenure track position), Art History**

A first meeting of the Committee took place on November 29th 2014. A second on January 19th 2015.

The Committee considered the profiles of the 47 applicants and set the following procedures for shortlisting.

a. **Common practices in use among high level academic institutions in the field of Art History**

Given the disciplinary specificity of the call, in a field new for Bocconi University, Andrea Colli checked through direct interviews the procedure of selection in use in top level international institutions. The interviews took place in mid-December, 2014 thanks to the availability of:

Professor Antony Eastmond, Courtauld's, London (Antony.Eastmond@courtauld.ac.uk), http://courtauld.academia.edu/AntonyEastmond

Professor Michelle O'Malley, University of Sussex (M.O-Malley@sussex.ac.uk), http://www.sussex.ac.uk/profiles/104430

The main outcome has been that the selection process is usually made through a quite restrictive ex-ante definition of the required profile of the job search and upon a peer evaluation based on the disciplinary reputation of the candidates. No structured metrics based on citation index or review classification are normally made for these disciplines, even if the productivity in research can be considered a relevant variable.

b. **Definition of a set of indicators in order to organize the evaluations of the Bocconi members of the commission**

On this basis, the committee has set up a shared list of *crucial* dimensions in the selection of the candidates' shortlist:

a. The chronological interest of the candidates (medieval-modern- contemporary Art) is not a selection / exclusion criterion, with the exception of ancient art / archeology which are subject outside the domain of courses taught at Bocconi.

b. A recognizable specialization in art history is a selection criterion.

c. The candidate is selected and evaluated on the basis of the quality of his/her involvement in her/his specific disciplinary community.

d. His /her capabilities / conceptual tools / interests have to fit in the department research activities, at least in the areas of cultural heritage and arts (see also points g. and h.).

e. The candidates need to display an (excellent) profile of research and teaching at graduate and postgraduate levels.

f. The candidates need to be fluent in English and Italian.

g. The international profile of the candidates (in terms of research and teaching, documented in the referees' letters) is a relevant selection criterion.

h. Only the candidates that holding a PhD title within the end of selection process and declaration of the selected profile (March/April 2015) will be taken into consideration.

i. The presence of clearly consolidated competences in the above-cited disciplines will be taken into consideration in the selection process.

j. Candidates

- That carry their art historical research with a strong attention to social, political and economic contexts.

- Whose thematic interests converge (even not exclusively) towards the following themes: artistic production and political and institutional identities; geographies of artistic and cultural exchanges; notion of values and their development over time.

- Have a background that fit Bocconi's tenure track policies which require an excellent publication record for the Discipline's standards and will add value to the competences of current faculty.

will be privileged in the selection process.


On this basis the Committee:

- Immediately excluded from the selection process all the candidates without a PhD (or a PhD expected After April 30th, 2015) or a PhD in Art History.
- Produced a first screening of the remaining candidates on the basis of the above mentioned crucial dimensions.
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### c. Final short list of candidates

The Committee' individual evaluations ended to be largely overlapping. 6 candidates has been unanimously shortlisted by the Committee, and will be invited to give a seminar in front of the Department's members. In alphabetical order they are:

**Assonitis, Cimoli, Freddolini ,Gerevini ,Mazzotta , Nicolin.**

The candidates have been evaluated taking in consideration their seminar, their curriculum, the presentation letters, their research perspectives, their capability to contribute to the department development, the teaching capabilities and the overall consistency with the research lines suggested in the call.

These evaluation has been also produced by different members of the department and their opinions have been carefully considered in this report.

Two candidates received the highest appreciation and convergence of judgments, a part from single negative outliers for both of them: Assonitis and Gerevini.

The two profiles are strongly different:

Assonitis OMISSIS

Stefania Gerevini is an art historian with a very good curriculum as a young scholar. She is actually vice director of the British School of Rome, the most important Italian academic institution belonging by England in our country. Gerevini specialized in pre modern art and lead her academic works of the theme of intercultural boundaries and exchanges, city policies and identities, interaction between politics, philosophy, art practices, and acted as director of the specialized master in Byzantine studies at the Courtauld institute. Her previous experiences in Bocconi shown her flexibility as a lecturer also in more contemporary art themes. Gerevini is highly concentrated in the definition and deepening of her research field that is mainly premodern and byzantine art worlds and he is recognized as a top young scholar at European level. Even she is thematically flexible inside the research horizon of art history, she is apparently less flexible toward activities and side themes (i.e. image computing and diffusion) and will be probably less involved in the Business School programs. On the other side she represents a very good scientific and teaching profile and do have the theoretical and practical competence to interact and help the departmental need for development. For these reasons the commission proposes Gerevini in the first position in the call. **After extended negotiation this candidate accepted Bocconi's offer.**

Then the committee set the following evaluation for the other candidates

3rd position: OMISSIS.

4th position: OMISSIS.

5th position - OMISSIS.

6th position: OMISSIS.

In conclusion, we received 47 applications, of whom we interviewed 6 candidates who were invited, for flyouts, made 1 job offer, and secured 1 hire: Stefania Gerevini. We therefore request to close this call with the position filled.

Sincerely,

Andrea Colli

*Andr Colli* (on behalf of the Hiring Committee)