

## Department of Management and Technology

Final Report for the Assistant Professor Call of June 3rd, 2016 prot. n. 5411

**Application deadline:** 30th October 2016

**Junior Hiring Committee:** Arnaldo Camuffo (Chair), Charles Williams, Celia Moore, Nilanjana Dutt

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 3rd June 2016 prot. N. 5411) as received online.

**Number of valid applications:** 137

**Number of flyouts:** 9

**Summary:** We interviewed 32 applicants at the Academy of Management meeting in Anaheim in August 2016, and 11 of those applicants were invited for flyouts. One applicant was interviewed via Skype, and subsequently invited for a flyout. Two out of 11 applicants cancelled their flyout close to the flyout date. All the remaining 9 flyouts took place from November 2016 – January 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:

OMISSIS

The following candidates were shortlisted for an interview (either at the AoM Conference or at another location):

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Eleven candidates were invited to flyout. The following nine 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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**Cedric Gutierrez Moreno**

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

OMISSIS

On the basis of the above described selection process, the Department Board asked the Vice Rector for Human Resources to make two offers. One offer was accepted by Cedric Gutierrez Moreno, filling one of the two positions offered in the call. OMISSIS declined the other one and opted to remain in the US.

In conclusion, we received 137 applications, invited 11 candidates for flyouts, made 2 job offers, and secured 1 hire. We therefore request to close this call with one position filled.

Milan, March 1<sup>st</sup>, 2017

Head of the Management and Technology Department



Prof. Alfonso Gambardella