



## Department of Management and Technology

Final Report for the Assistant Professor Call of June 23rd, 2015 prof. n. 3580

**Application deadline:** 15th October 2015

**Junior Hiring Committee:** Andrea Fosfuri (Chair), Arnaldo Camuffo, Charles Williams

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 23rd June 2015 prot. N.3580) as received online.

**Number of valid applications:** 142

**Number of flyouts:** 11

**Summary:** We interviewed 33 applicants at the Academy of Management meeting in Vancouver in August 2015, and 11 of those applicants were invited for flyouts. One applicant was interviewed via Skype, and subsequently invited for a flyout. All the flyouts took place from October 2015 – January 2016.

The Committee has applied the following criteria in the selection process: 1) good pipeline of publications in the research areas of interest for the Department of Management and Technology; 2) Good teaching (especially in the areas relevant to the Department) and service performance 3) Impact of job market seminar and academic rigor of job market paper 4) Good reference letters.

The following 142 applications were considered valid:

OMISSIS

Xing Chen

Celia Moore

The following 31 candidates were shortlisted for an interview:

OMISSIS

Xing Chen

Celia Moore

The following candidates were shortlisted for a flyout (most of them, but not all were interviewed at the AOM) and the judgments expressed by the Committee and the Department on each candidate after the fly out seminar are as follows:

**Kelly (Xing) Chen** is a researcher from the University of Hong Kong with interests in Corporate Governance and International Business. These areas fit particularly well with our department. Indeed, there was a special attention to candidates in Corporate Governance this year. The committee supported her candidacy

**OMISSIS** is a researcher in Organizational Adaptation and Learning through innovation, and the Development of Human and Social Capital across Organizations. He already has some impressive publications.

**OMISSIS** is a researcher from a top US University (Minnesota) interested in Innovation and Strategy. He has a good pipeline of publications and several papers under review in top journals.

**OMISSIS** is a researcher from a top US University (HBS). Her interests are in Strategy and Organization. She gave a very interesting seminar. The committee strongly supported her candidacy.

**OMISSIS** is a researcher in Creativity and Innovation from a top European University. His seminar presentation was very thoughtful. He is a promising scholar with outstanding offers from other universities.

**OMISSIS** is a research from a US University in Strategy and Entrepreneurship. His seminar presentation was good, but he did not impress the Committee as far as academic rigor is concerned.

**Celia Moore** is a highly promising researcher with considerable experience, on Oranizational Behaviour from a top European University. Celia gave an effective seminar presentation and the committee strongly supported her candidacy.

**OMISSIS** is a researcher from a top US University interested in Entrepreneurship. His seminar presentation was excellent, the topic extremely interesting. However, he had got offers from top schools with which we could not compete (HBS, Chicago, etc.).

**OMISSIS** is a researcher from a top European University carrying out research in Family Firms and has already obtained her PhD. Her presentation was somewhat weak, and there was no consensus for making her an offer.

**OMISSIS** is a researcher in Corporate Strategy from a top European University. His presentation and pipeline of research is very impressive. The committee strongly supported his candidacy.

**OMISSIS** is a researcher from a top European University. He is interested in Organizational design and organizational adaptation. His seminar presentation was very good. He has two papers under R&R in top journals. The committee supported his candidacy.

On the basis of the above conclusions, the Hiring Committee asked the Dean of the Faculty to make six offers. Two offers were accepted, one by Kelly (Xing Chen) and one by Celia Moore, filling the two positions offered in the call.

In conclusion, we received 142 applications, invited 11 for flyouts, made 6 job offers, and secured 2 hires. We therefore request to close this call with both positions filled.



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Milan, March 15<sup>th</sup> 2016

Head of the Management and Technology Department