

**Department of Management and Technology**  
**Evaluation procedure for one position at the Associate Professor level**  
*September 2015*

The department of Management and Technology opened positions at the Associate Professor level (starting date: academic year 2015-2016) in the Fall 2014. The call was closed on May 31, 2015.

The Hiring and Promotion Committee of the Department of Management and Technology formed by Andrea Fosfuri (Chair), Arnaldo Camuffo, Guido Corbetta, Alfonso Gambardella and Maurizio Zollo (all Full Professors) met several times during the academic year (with a final meeting on June 4, 2015) to examine the applications and make appropriate decisions about invitations for fly-outs.

Overall we received 19 applications as listed below:

1. OMISSIS
2. OMISSIS
3. OMISSIS
4. OMISSIS
5. OMISSIS
6. OMISSIS
7. OMISSIS
8. OMISSIS
9. OMISSIS
10. OMISSIS
11. OMISSIS
12. OMISSIS
13. OMISSIS
14. OMISSIS
15. OMISSIS
16. OMISSIS
17. OMISSIS
18. Marco Tortoriello
19. OMISSIS

The Committee has applied the following criteria in the selection process: 1) publications in A+ journals in the research areas of interest for the Department of Management and Technology (see Bocconi list); 2) international visibility with the community of management scholars; 3) good impact (citations); 4) ability to raise money through funded research projects and grants; 5) good teaching (especially in the areas relevant to the Department) and service performance .

Based on the criteria established above, two candidates passed the first screening and the Committee, with the approval of the Department Council, has decided to invite them for a job market seminar: OMISSIS and Marco Tortoriello.

**OMISSIS**

**Marco Tortoriello** is an Associate Professor of Strategic Management at IESE Business School where he teaches the core Competitive Strategy course (MBA), and executive education courses on Social Networks, Organizational Change, and Strategy Implementation. Professor Tortoriello's research focuses on understanding mechanisms and returns to informal network relationships defined within and across organizations. In particular, he studies the social context of intra- and inter-organizational ties focusing on knowledge management, knowledge transfer, innovativeness and performance. His research has been published in the Academy of Management Journal, Organization Science, Strategic Management Journal, Organization Studies, the Annals of the Academy of Management, the Journal of Trust Research and the European Management Journal among others.

After the job market seminars, the Department of Management & Technology was positively impressed by both candidates and asked the University to extend them an offer. However, Professor OMISSIS withdrew from the recruiting process because he accepted an offer from a competing University. An offer was extended to Professor Tortoriello who has accepted it.

Sincerely,

Andrea Fosfuri

A handwritten signature in blue ink, appearing to read 'Andrea Fosfuri', is written over a horizontal line. The signature is stylized and somewhat abstract.

(on behalf of the Hiring & Promotion Committee)