

**Final Report of Assistant Professor Call protocol n. 24197****Department:** Marketing**Application deadline:** July 15<sup>th</sup>, 2020**Junior Hiring committee:** Patrick Choi, Anatoli Colicev, Sungkyun Moon, Andrea Ordanini (Chair), Verena Schoenmueller, and Joachim Vosgerau**Total applications:** 80**Valid applications:** 65**Number of interviews:** 22**Number of flyouts:** 8**Recommended Action:** Call to be closed with 2 positions filledFinal Report – Milan, December 21<sup>st</sup>, 2020 (by the committee coordinator, Andrea Ordanini)

**Summary:** The Committee scrutinized the applications received for the position of Assistant Professor. In particular, 2 positions were open. The first selection was made on the basis of the CV and additional materials provided by the candidates. Based on this evaluation, 22 candidates were selected for the second step of the assessment, consisting in an online interview with the Hiring Committee and a seminar for the faculty. 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. The result of this second step was the selection of 8 candidates who were further invited for a set of one-to-one online meetings with faculty members. Each of the candidates who had been offered an online flyout discussed their research and had one-to-one interviews with most of the department faculty. This process resulted in a ranking of these candidates, which we used to advance our offers. The first two offers we issued were declined, but the third and fourth 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 quality of the candidates who have been offered a flyout.

**OMISSIS**

**De, Anwasha:** Ph.D. in Business Administration – Major Marketing, from Kelley School of Business (Indiana University), expected in 2021. <...> **OMISSIS** <...> she was offered a position, which she accepted.

**Shi, Qiaoni:** Ph.D. in Marketing from Katz Graduate School of Business (University of Pittsburgh), expected in 2021. <...> **OMISSIS** <...> she was offered a position, and she accepted.

In conclusion, the Department received applications from 65 candidates, of whom 8 were invited for flyouts, and 4 were offered a positions. Two offers were declined, and two offers were accepted. As a result, this evaluation procedure ends with 2 positions filled.

Sincerely,

Andrea Ordanini (on behalf of the Hiring Committee)

Milan, December 21<sup>st</sup>, 2020

