

## **Final Report of Assistant Professor Call**

**Department:** Policy Analysis and Public Management

**Application deadline:** 30/06/2014 and 15/10/2014

**Hiring committee:** Elio Borgonovi, Andrea Colli, Myriam Mariani, Ileana Steccolini

**Number of valid applications:** 57

**Number of flyouts:** 6

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

**Summary:** During the spring of a.a. 2014-15 the Department posted a call for 1 assistant professor in public management, with two different application deadlines. Applicants who wanted to be interviewed during the 2014 AoM Conference in Philadelphia, PA, USA (August 1 - 5, 2014) must have sent their applications by June 30, 2014. Further applications were to be considered if submitted with the same online procedure until October 15th, 2014 and selected candidates were going to be interviewed during the main conferences in the field (IRSPM, AOM, EGPA, EIASM, CIGAR, EURAM) or by other means.

We received 57 valid applications. Each application was initially evaluated by at least three members of the hiring committee to determine a short list of candidates to interview both at the AoM Conference in Philadelphia and at Bocconi.

After a first screening and selection of dossiers submitted by June 30th, six candidates were selected. Among them, four candidates were interviewed in Philadelphia, one in Speyer at the EGPA conference and one through skype. Based on a screening of the applications received by mid-July, other four interviews were arranged. Out of the interviewed candidates, 4 were selected for a flyout.

Finally, among the applications submitted by October 15<sup>th</sup>, three candidates were selected and interviewed through Skype. Two of them were invited to Bocconi for a seminar. Thus, a total of 6 candidates were proposed to give a seminar to present their job market paper:

- Giulia Cappellaro
- OMISSIS
- OMISSIS
- OMISSIS
- OMISSIS
- OMISSIS

Seminars took place between October and November 2014. For each candidate the Committee organized a schedule of meetings with faculty members (on voluntary basis) and asked faculty members to fill out evaluation forms based on the performance of the candidate during the seminar, personal meeting with the candidate or reading of CVs and job market papers.

On November 26<sup>th</sup>, the Committee held a meeting, and, based on the evaluation forms received from the faculty members as well as on their own evaluation, formed a proposal of candidates' ranking to the Department Executive Committee, such that the latter has all the information to make a decision on the offer.

**Report of the meeting:** the Committee reviewed the evaluation forms returned by the faculty members for each candidate. In addition, some members of the Committee had personal meetings with other senior and junior members of the Department who met the speakers and/or attended the seminars.

On the basis of this information the Committee ranked Giulia Cappellaro first in the candidates' ranking: 100% of the forms that the Committee received indicate that the Department should consider her for an offer, and in general Giulia Cappellaro's seminar has been highly appreciated by Department's members, even if the attendance was lower compared to the other JM seminars for the same call. 18 evaluation forms were received (15 based on seminar's attendance) and they all support her candidacy for the position. **After extended negotiation this candidate accepted Bocconi's offer.**

The second candidate in the ranking was OMISSIS  
Therefore the committee was inclined to consider OMISSIS second to Giulia Cappellaro.

As far as the other four candidates are concerned, the evaluation forms received from the faculty members placed OMISSIS and OMISSIS behind Cappellaro and OMISSIS. Finally, OMISSIS have not received positive evaluations overall.

In conclusion, we received 57 applications, of whom we invited 7 for flyouts, made 1 job offer, and secured 1 hire: Giulia Cappellaro. We therefore request to close this call with the position filled.

Sincerely,

Andrea Colli



(on behalf of the Hiring Committee)