

Faculty of Economics and Management

Joint PhD Program in Management

Website: <https://www.unibz.it/en/faculties/economics-management/phd-management>

Duration: 3 years full-time

Academic year: 2024/2025

Start date: November 1st, 2024

Official language: English

Description of the PhD Program:

The PhD program in Management jointly established and provided by the Faculty of Economics and Management of the Free University of Bozen-Bolzano and the Department of Economics and Management of the University of Trento is inspired by the principles of responsible management education and research.

The joint PhD program in Management aims at the development of theoretical and applied research in business and management sciences through the acquisition of specialized competencies, especially with regard to the following research fields: Accounting and Accountability; Organizational Behavior and Decision Making; Consumer Behavior; Entrepreneurship and Innovation; Family Business; International Management; Knowledge Management; Organizational Design and Human Resource Management; Strategy and Strategic Leadership; and Tourism Management. The program proposes and stimulates the adoption and application of advanced theoretical and methodological approaches.

To foster the benefits of interdisciplinarity, it combines strong theoretical foundations with a broad set of methodological approaches, allowing a high degree of flexibility in terms of specialized learning contents. The courses and seminars offered are designed to promote the development of scientific knowledge during the study via a cumulative dissertation.

Doctoral students will have the opportunity to work with and learn from reputed management scholars. They will be specifically guided to conduct research and publish independently and as part of a research team. The aim is to conduct rigorous and relevant research that generates theoretical, empirical, and conceptual knowledge capable of supporting private and public organizations in solving important problems and grand challenges. The overall concept ensures the high quality and relevance of research results necessary for successful completion, enhances subsequent career opportunities and contributes to the responsible development of the economy, public administration, and society. Additionally, collaboration with the joint PhD in Economics and Finance (UniTn and UniBz) as well as other PhD programs at both partnering Universities allows for additional learning opportunities and interdisciplinary research collaborations.

The attraction, retainment, and training of talented young people and the results achieved specifically benefit the autonomous provinces of Trento and Bolzano, and the Euregio Tirolo-Südtirol-Trentino.

Educational objectives

The goals of the joint PhD program in Management include:

- to develop well-trained scholars with deep knowledge and understanding of management theory and practices;
- to advance the field of management through original and valuable research and publications;
- to provide students with the skills necessary to pursue careers in academia, research institutions, or business;

- to develop critical thinking and analytical skills that can be applied to real-world problems in the field of management;
- to foster an understanding of ethical, social, ecological, and global issues in management;
- to prepare students for successful careers as responsible academics, researchers, experts, and top managers as well as
- to create a supportive, inclusive, and collaborative learning environment for students, encouraging intellectual and personal development.

The PhD program provides both professional competencies, in particular analytical, conceptual, and methodological, as well as the social abilities and meta-competencies to fulfil employment opportunities that concern scientific and applied research in the academic and extra-academic fields.

PhD students are also directed through specific activities to understand how to enter the world of research in public and private organizations or through the possibility of starting up entrepreneurial research initiatives.

Program structure:

If the timing of the tender and selection process as well as the available budget allow, an extra-curricular, preparatory pre-course on "Basic statistics and regressions" will be offered.

Over the course of the PhD program, students must earn **a minimum of 180 credit points (CPs)** from the following list of educational and research activities – *(Important note: only fulfilling the minimum of each activity will not reach the threshold):*

A. Seminar-like lectures at UniBz or UniTn *(all courses are mandatory and must be passed, first half of 1st year)* **(in total: 30 CPs)**

Philosophy of Science (3 CPs)

Applied and Advanced Quantitative Analysis in Management (6 CPs)

Conducting Bibliometric and Systematic Literature Reviews (3 CPs)

Survey-based Research (2,5 CPs)

Case Study Research (2,5 CPs)

Text Mining and Analysis (1 CP)

Managerial Decision-making (6 CPs)

Fundamentals of Economic and Management Theories (4 CPs)

Research Topics in Social Sciences (2 CPs)

B. Specialized, individual learning modules upon recommendation and approval by the PhD Supervisor *(mandatory, mainly second half of 1st and 2nd year)* **(minimum 30 CPs, up to 45 CPs maximum)**

In order to meet the high specialization of management sciences and disciplines represented in the Collegio, supervisors determine in collaboration with their PhD students individual education and training modules in terms of content and didactics. These can be special summer schools, methods seminars, or supervised independent study. These individual trainings should be planned and completed starting from the second half of the 1st year of study and especially in the 2nd year. The PhD student is responsible for planning these modules with his/her supervisor in time and submitting them to the Collegio for approval, as well as having them confirmed after completion.

C. Active attendance of UniBz/UniTn-internal Research Seminars

(mandatory, all years)
CPs maximum)

(minimum 20 CPs, up to 30

PhD students need to actively participate in at least 8 research seminars per academic year (3rd year: 4) run by the two faculties. PhD students earn one CP for their demonstrated active role in the seminar, which may include for example acting as a discussant after the speaker's presentation, providing a summary of the talk for the University press or summarizing the presentation.

D. Participation to academic conferences and workshops

(2nd and 3rd year before handing in dissertation thesis) **(minimum 20 CPs, up to 40 CPs maximum)**

Co-authored full / working papers accepted for renowned peer-reviewed international conference (up to 15 CPs each, one is mandatory)

Co-authored full / working papers accepted for peer-reviewed national conference (up to 10 CPs each, free choice)

Active participation (i.e., accepted paper / abstract submission) in other workshops/conferences (up to 5 CPs each, free choice)

It has to be noted that submitting the same paper to more than one conference does not count multiple times.

PhD supervisors assist students in defining and selecting these types of activities with reference to the particular research objectives and questions and evaluate their success on an annual basis.

E. Annual Progress Reports and Presentations

(mandatory, must be passed in order to be admitted to the next academic year) **(in total: 40 CPs)**

The timely submission of the annual progress report in conjunction with its presentation (in attendance only) to the Collegio is considered an exam, the passing of which is a prerequisite for the continuation of studies. The exam takes place at the beginning of September. There is a possibility of a retake within one month. The Collegio decides on the acceptance and the corresponding admission to the following academic year.

Research Proposal / working paper (end of 1st year) (20 CPs)

Progress Report and Working Paper (end of 2nd year) (20 CPs)

PhD supervisors will assist students in preparing for the annual review and submit an evaluation proposal to the Collegio. The Collegio decides on the continuation of the research and the scholarship.

F. Secondment at other Research Institutions

(mandatory, 2nd and/or first half of 3rd year) **(minimum 20 CPs, up to 40 CPs maximum)**

Completion of at least four months at an external research institution (i.e., neither at UniBz nor UniTn).

PhD supervisors consult and assist students in identifying and selecting possible visiting periods at research institutions developmental for the future success and career of the student, evaluate their success and report to the Collegio.

Additional extracurricular training courses can, of course, be attended in consultation with and with the consent of the supervisors, for example at other universities with which UniBz and UniTn have concluded corresponding agreements.

Program timeline:**1st year**

The PhD student must propose a first and a second tutor after starting their studies who will be officially assigned by the Collegio and may become the supervisor in the second half of the first academic year. One of the two tutors/supervisors needs to be a member of the Collegio. The PhD candidate has a right of proposal; the decision is made by the Collegio.

The first year primarily serves to impart knowledge within the framework of general and specialized courses. PhD students will be thoroughly trained in all basics needed for writing scientific articles (e.g., literature review) from the beginning.

Admission to the second year is decided by the Collegio. In addition to a minimum number of credit points to be achieved in the mandatory courses, a research proposal (with research objective and questions; theoretical and empirical approach; project plan including scientific output) or ideally a first working paper needs to be submitted. First year achievements will be evaluated by the first and second supervisor and presented to Collegio members. PhD students may be required to revise their proposal within a reasonable period of time (*'accepted with revisions'*). In the worst case, the proposal is rejected, and the student will not be admitted to the second year of study.

2nd year

During the second year of study, PhD students are expected to intensify their research efforts at the faculties of the joint PhD partners, i.e., University of Trento and Free University of Bozen/Bolzano, and during visits at international research institutes and to present results and studies to the research community. Second-year students will deepen their knowledge and skills with regard to methods and theories related to the comprehension of management issues and phenomena selected. It will be done in close collaboration with the supervisor(s) and is frequently supported by attending specialized seminars, summer schools or courses at international research institutes and universities.

With the support of the supervisor(s), the focus of the 2nd year of study is on the successful submission of research papers to peer-reviewed journals or working paper series. PhD students will be enabled and supported to write scientific papers in cooperation with other researchers and to succeed in submitting and presenting their work to the research community (especially international, peer-reviewed conferences and journals). Since pursuing a successful academic career increasingly depends on communication, presentation and teaching skills, specialized courses, and voluntary supplementary tutorials, for example within the framework of the Studium Generale, can be part of the structured doctoral training.

During the last months of the second academic year, PhD students must draft and submit a complete working paper, as well as an updated report on the progress of the research activities (*'progress report'*). The latter will state the activities carried out in the current year and update the research and publication plan for the next two years. The research output will be presented to the Collegio and other interested members of both Faculties.

The mandatory components of the PhD program such as the study abroad, the attendance of missing or supplementary courses, the working paper and the progress report are evaluated by the Collegio. A positive evaluation is necessary for admission to the third and final year of study.

3rd year

In the third and final year of the PhD program, scientific articles intended for submission as a cumulative dissertation are to be revised (*'rewrite and resubmit'*), additional ones are to be written if necessary and the cumulative dissertation according to the aforementioned table of content has

to be completed. To avoid misunderstandings, it is explicitly stated here that the preparation of at least three research papers is expected, i.e., independent, and distinct research papers that have either been successfully submitted to peer-reviewed journals in the respective scientific sectors or are at least, evaluated by the supervisors, worthy of publication. Candidates will receive clear instructions regarding their publication strategy from their supervisor(s) and the Collegio.

In the case of multiple authorships, the PhD candidate must provide written evidence that her or his individual contribution recognized by the other authors exceeds 1.5 for three contributions (> 50%).

Ideally at least one article will have been published or accepted for publication in an "ANVUR A journal" (www.anvur.it) by the time the dissertation is submitted.

It must be added, however, that achieving only this minimal goal will hardly be enough for candidates to obtain subsequent employment at a good research institution in the highly competitive academic labor market. On the part of the supervisors, the successful development of a so-called "job market paper" for the respective research area is to be encouraged. However, this requires the willingness of the doctoral student to also undertake this special effort, which may be associated with increased risks due to extended RR-processes.

PhD Teaching activities:

In the following paragraphs an overview is provided regarding the mandatory courses of the PhD program (for details refer to syllabi):

Basic Statistics and Regressions (Introductory pre-course)

The course is aimed at refreshing statistical methods. The course covers the basics of descriptive statistics, probability theory, hypothesis testing, and regression analysis. Students will learn how to use statistical software to analyze data and interpret results. Topics include measures of central tendency, variability, and correlation, as well as simple and multiple regression analysis.

Philosophy of Science

Philosophy of Science is an interdisciplinary course that explores the foundations, methods, and limits of scientific inquiry. The course covers key philosophical concepts and theories related to the nature of scientific knowledge, the scientific method, and the relationship between science and society. Topics include empiricism, falsifiability, induction, and reductionism, as well as the philosophy of specific scientific disciplines both in the domain of natural and social sciences.

This course is designed to foster critical thinking and encourage students to reflect on the assumptions and limitations of scientific inquiry. Through a combination of lectures, discussions, and written assignments, students will gain a deeper understanding of the philosophy of science and its impact on our understanding of and relation to the world.

Applied and Advanced Quantitative Analysis in Management

Applied and Advanced Quantitative Analysis in Management is a course designed for students with a strong foundation in statistics and regression analysis who wish to explore more advanced topics in econometrics. The course covers advanced methods for analyzing economic and managerial data, including regressions, panel data; SEM; factor analysis, cluster analysis; empirical research design; moderation and mediation analysis; experimental design. Students will learn how to apply these methods to real-world problems in management. This course is designed to challenge students and to provide them with a deep understanding of the tools and techniques used in applied econometrics.

Conducting Bibliometric and Systematic Literature Reviews

This course is designed to teach students how to critically evaluate and synthesize existing literature in a systematic and rigorous manner. The course covers both bibliometric and systematic literature review methods, including the use of databases, search strategies, and data analysis techniques. Students will learn how to identify relevant literature, critically evaluate the quality of sources, and synthesize findings in a comprehensive and cohesive manner. Topics include searching for and retrieving relevant literature, conducting meta-analyses, and using bibliometric tools such as citation analysis. This course is ideal for students who are interested in research or who plan to conduct a literature review as part of their own research projects.

Survey-based Research

This course is designed to teach students the principles and practices of designing and conducting survey research. The course covers the basics of survey design, sampling, questionnaire development, data collection, and analysis. Students will learn how to design and administer surveys, how to select a sample, and how to analyze survey data using statistical software. Topics include the ethics of survey research, choosing between different survey methods, and developing and testing survey questions. This course is ideal for students who are interested in research or who plan to conduct survey-based research as part of their own projects. Students will gain hands-on experience in designing and conducting surveys and will learn how to analyze and interpret survey data.

Case Study Research

Case Study Research is a course that focuses on the design and implementation of case studies as a research method. The course covers the basics of case study design, data collection, and analysis, and provides students with an understanding of the strengths and limitations of case study research. Topics include defining the research question, selecting appropriate cases, and collecting and analyzing data through a variety of methods such as observation, interviews, and document analysis. Students will also learn how to write up their case study findings and present their research to others. This course is ideal for students who are interested in research or who plan to conduct case study research as part of their own projects. Students will gain hands-on experience in designing and conducting case studies and will develop critical thinking skills for evaluating and interpreting case study data.

Text Mining and Analysis

Text Mining and Analysis is a course that explores the use of computational methods for analyzing large amounts of text data. The course covers the basics of text mining, including text pre-processing, feature extraction, and the use of machine learning algorithms for text classification, clustering, and sentiment analysis.

Students will learn how to use text mining tools and software to extract information from unstructured text data, and how to visualize and interpret the results of text mining analyses. Topics include text pre-processing, bag of words representations, topic modeling, and sentiment analysis. This course is ideal for students who are interested in the analysis of large text datasets and who wish to develop skills in text mining and analysis. Students will gain hands-on experience in using text mining tools and software and will learn how to apply text mining techniques to real-world data.

Managerial Decision-making

This course provides students with a deep knowledge and understanding of core management theories such as Agency theory, Stewardship theory, Upper-echelon theory, Resource dependence/power dependence theories, Behavioral theory of the firm, Behavioral agency model, SEW theory, RBV of the firm.

The course aims to explicate why and how firm, team and individual behaviors, leadership and decision making occur at the top and to illuminate the forces that shape decision outcomes / performance accounting for actors such as CEOs/TMT, boards, shareholders, and external partners across various settings (e.g., public/family business groups, peers). In addition to offering conceptual knowledge, the course provides students with an understanding of how to deconstruct theories in their fundamental elements, identify core research gaps, advance and motivate new research paradigms and theories by integrating knowledge from other source-domains. The course is valuable for students seeking to grasp a theoretical understanding that is functional to propose valuable theoretical contributions with relevant practical applications.

Fundamentals of Economic and Management Theories

Fundamentals of Economic and Management Theories is a course that provides students with a broad understanding of the basic theories and concepts of economics and management. Students will learn about key economic concepts such as supply and demand, market structure, and macroeconomic indicators, and about management concepts such as motivation, and performance evaluation. Topics also include game theory, market efficiency, and the role of government in the economy. This course is ideal for students who are interested in the intersection of economics and management and who wish to gain a deeper understanding of the core principles that shape these fields.

Research Topics in Social Sciences

Research Topics in Social Sciences is a course that provides students with an overview of current research trends and topics in the social sciences. Students will learn how to critically evaluate research, understand research designs and data analysis techniques, and develop their own research ideas.

Specialized, individual learning modules upon recommendation and approval by the PhD Supervisor

Individualized learning modules

The dilemma of an increasing specialization of management research in combination with the broad research foci of the participating UniBz/UniTn scholars and limited teaching resources can only be solved if the highly specialized knowledge for the individual PhD candidate (e.g., general management, human resources, accounting, tourism, agriculture and wine industry) is provided in a flexible and individualized form. Supervisors are responsible for selecting appropriate content and knowledge transfer methods (e.g., online courses, summer schools, reading assignments) in close consultation with their PhD candidates. The PhD student is responsible for planning these modules with his/her supervisor in time and submitting them to the Collegio for approval, as well as having them confirmed after completion.

It is explicitly stated here that the usual activities for research and doctoral studies, such as conference visits, presentations, etc., are not to be included, nor are UniBz- or UniTn-internal or external research seminars or the mandatory stay 'abroad'.

As a rule, the general and individualized parts of the teaching program are to be completed in the first two years of the PhD program.

Mandatory attendance of UniBz- and/ or UniTn internal Research Seminars

The Faculties of Economics and Management at UniBz and UniTn foster exchange with the international research community by inviting students to various research seminar series. Students

have to prove active participation which includes for example the organization of the event and support of the guest speakers, the preparation of a summary of the lecture, preparing questions and an appropriate dissemination of the lecture (media, especially internet). Taking the approved or certified role as a discussant in a conference or workshop is recognized.

Supervision concept and research orientation:

The Faculties of Economics and Management at UniBz and UniTn have an international orientation and offer a wide range of research opportunities in relevant management fields within the framework of the three special research areas mentioned above and the faculty's research clusters. Exemplary research topics are regularly updated and published.

Collaboration on internal and external research projects is encouraged. It should be noted that topics outside of these subject areas can only be supervised in exceptional circumstances.

PhD students in the Joint PhD program in Management can work with and learn from leading researchers in these research fields from the outset. This enables PhD students to acquire the necessary knowledge that enables them to conduct independent research, publish and also teach – albeit to a lesser extent during the doctoral program– integrated in international teams. This ensures a high quality of research output and the successful completion of the PhD program and also improves subsequent career opportunities.

For this reason, too, the number of PhD candidates to be supervised by members of the Faculty and Collegio is limited. As a rule, a supervisor should supervise a maximum of two candidates (explicitly taking into account supervisor roles in other doctoral studies). It is therefore essential that applicants identify at an early stage and before a possible application whether the preferred supervisor is available.

As a rule, PhD students should not teach in the first year, the teaching load of the following year should not exceed 40 hours per year, it will be carefully considered and assessed by the supervisor, and needs to be approved by the Collegio.

Research orientation of both Faculties:

Research at the Faculties of Economics and Management at UniTn and UniBz can be characterized as international, interdisciplinary, and with methodological rigor.

Faculty members have strong networks in their specific research area of the scientific community, which allows for engaging PhD students in multiple ways with the academic community.

Additionally, the composition of the Joint PhD program includes an academic advisory board of eight external members from international institutions, who have numerous publications in renowned scientific journals, an extensive scientific network and experience, from which doctoral students can benefit on request.

Interdisciplinary research is encouraged in various ways. We expect PhD candidates to be open-minded. The Free University of Bozen-Bolzano and the University of Trento, both located in the Euroregion Tyrol-South Tyrol-Trentino, offer specific opportunities for interdisciplinary research.

The foundation of producing relevant research is competence and rigor with regard to theoretical and methodological approaches and techniques. PhD students are educated in advanced quantitative and qualitative research methods. In addition, they will learn main economic and management theories, which will be further developed and applied by PhD-students during their research activities.

Benefits of the PhD program for external stakeholders:

The joint PhD program in Management offered by the University of Bozen-Bolzano and University of Trento has the potential to attract high quality lecturers and researchers to South Tyrol, Trentino, and Italy, which gives the program added value. Thanks to the involvement of doctoral students in the faculties' research macro-areas, concrete results are expected that can be transferred to the regional level, the public administration, and the respective economies.

Admission procedure and requirements:

Applicants achieving one of required titles within the enrolment deadline, will be admitted conditionally to the selection procedure, and they must produce the degree within the enrolment's deadline. If not, their application is considered null and void.

The selection relies on the evaluation of qualifications and exams.

The selection committee assigns up to a maximum of 100 points.

Applications for admission to the selection process are accepted from candidates regardless of gender, age, nationality, who hold:

1)

- a) an Italian "Laurea Magistrale" (Master's degree) or degree issued in accordance with the regulations in force prior to Ministerial Decree no. 509 of 3 November 1999, amended by Ministerial Decree no. 270 of 22 October 2004, in the indicated degree classes (LM-18, LM-31, LM-47, LM-49, LM-50, LM-51, LM52, LM-55, LM-59, LM-63, LM-66, LM-69, LM-75, LM-76, LM-77, LM-91, LMG-01) with a minimum final grade of 95/110 or
- b) an equivalent qualification (Master's degree) obtained abroad at an officially recognized academic higher education institution. The degree must be equivalent to the Italian "Laurea Magistrale" (Master's degree), in terms of duration, level and subject area, and must allow the access to an academic course equivalent to the PhD in the country/higher education system of provenance with a final mark of at least ECTS "C" or GPA 3.0 out of 5.0.

In justified individual cases where the quality criteria mentioned in a) or b) do not apply, the selection committee will use the following ministerially approved evaluation formula for the conversion of foreign grades:

$$\text{Voto} = \frac{V - V_{\min}}{V_{\max} - V_{\min}} * (I_{\max} - I_{\min}) + I_{\min}$$

- V= grade to be converted
- Vmin= minimum passing grade at the foreign university
- Vmax= highest final grade at the foreign university
- Imin= minimum passing grade at Italian universities: 66/110
- Imax= highest final grade at Italian universities: 110/110;

In the case of candidates not yet in possession of the master's degree a grade point average of at least 26/30 on the Italian scale is required for the examinations taken as part of the master's degree or equivalent qualification.

Applicants who have only a satisfactory degree (<95/110) but have published a scientific article in a reputable peer-reviewed journal in the last four years or who have a proven record of being in the

review process of such a journal may be admitted to the selection process if the selection committee approves it unanimously.

2)

the necessary language skills as follows:

Applicants whose mother tongue is not English must document their language skills by presenting a language certificate (minimum level C1), such as TOEFL, IELTS or the First Certificate in English (grade "A") - recognized by the Language Centre of the Free University of Bozen/Bolzano (<https://www.unibz.it/en/services/language-centre/study-in-three-languages/>). Knowledge of English may also be demonstrated by qualifications (secondary school/bachelor/master) related to a program held entirely in English. In this case, Italian and EU candidates must declare this on the pre-enrolment portal. Non-EU citizens must upload a copy of their diploma and any additional documentation indicating the language of instruction related to the foreign qualification. Candidates demonstrate their language proficiency in the application portal (in the section "upload language certificates" and/or "enroll for language exams") after they have created an application in the section "create/manage applications".

Applicants must enclose the following documents with their application, otherwise they will be excluded from the evaluation and selection process:

- a) **Master degree certificate/exam transcript** with grade point average: in the case of a master's degree awarded at an Italian university, certificates **need to** be replaced by a **self-declaration** or diploma supplement.
- b) **Language certificate** for English: if certificates were issued by Italian public institutions, a self-declaration must be uploaded in the portal. If certificates were issued by foreign public institutions, a scanned copy of the original certificate must be uploaded in the portal.
- c) **Curriculum vitae**
- d) Two recent **letters of reference** from current or former professors, supervisors of theses or co-authors of articles published in peer-reviewed management journals, which need to be specifically prepared for the application to this PhD-program.
- e) A **research statement in English** (pdf-format, **max. 1,200 words** plus bibliography, tables, graphs, if applicable), which is scientifically rigorous and highlights the applicant's particular research interest and possible research questions as well as conceptual and methodological approaches. The research interests expressed in the research statement must be related to the research priorities of the faculty and consider the availability of supervisors in the proposed research area. Should the formal criteria, especially the volume limit, not be respected, the applicant will be excluded from the procedure. Note: a motivation letter is explicitly not required.
- f) payment of the **registration fee for the selection procedure**.

All documents must be submitted in English (including copies of official certificates if they are in languages other than English, German, or Italian), otherwise the applicant will be excluded from the evaluation and selection process without further consultation.

Other documents/qualifications (recommended, if applicable)

Publication list if relevant; preferably with respective links to the full text, certificates of special courses or awards and special achievements of relevance regarding the PhD program, or any other

document that provides evidence of the qualifications necessary to successfully participate in our joint PhD program.

SELECTION PROCEDURE

The selection procedure takes place in two stages:

Stage 1: Evaluation of the candidates' scientific qualification and suitability based on written documents (qualifications) (max. 70 points).

The selection committee examines and evaluates the following elements:

- a) The **Master's final grade** or the grade point average of examinations taken in the Master program (in the case of candidates not yet in possession of the master's degree) in combination with the quality of the issuing university(ies) or faculty/business school(s) by using recognized international ranking systems (total max. 20 points).
- b) **Content proximity/affinity of previous education** and qualifications to the subject content of the Joint PhD-program in Management, i.e., scientific proximity (total max. 20 points).
- c) **Quantity and quality of scientific publications and/or research-related work experience** (only those that match the subject content of the PhD-program in Management will be considered), if this represents added value for the PhD program and the targeted research area (total max. 7.5 points).
- d) **Comprehensive evaluation of the curriculum vitae and letters of recommendation.** If the candidate has a very good GMAT or GRE test (not older than five years) it will be credited here (total max. 7.5 points).

Candidates who do not reach the threshold of **35 points** (out of 55 points) regarding the evaluation of criteria a) to d) are **declared ineligible** at this stage and their research statement is not evaluated.

- e) **Evaluation of the research statement** by designated or potential supervisors and/or other experts in the research field (max. 15 points)

Candidates who reach **at least 45 out of max. 70 points** in the assessment of criteria a) to e), including **at least 10 points for the assessment of the research statement** under e), will be admitted and invited to the personal interview.

Stage 2: Personal interview (max 30 points)

The further assessment of applicants' qualifications and their aptitude as researcher is based on an interview (oral examination) (max 30 points).

During the interview, the selection committee will assess the following elements in particular:

- The applicant's preparation, education, and specific suitability for academic research in the field of Management at the Faculty of Economics and Management.
- The ability of the candidate to present his/her research interest and ambition and corresponding competencies and skills in a convincing manner in English.

Results

Applicants are considered suitable if they score at least 20 out of max. 30 points for the interview (oral examination) and a total of 65 out of max. 100 points.

Based on the evaluation procedure described above, the selection committee will rank candidates eligible for admission to the PhD program and the scholarships according to the number of points they have achieved.

In the case of equal ranking, the younger candidate (age) has priority.

The ranking of the winners will be published on the website of the Free University of Bozen-Bolzano.

Selection committee

The selection committee consists of the following members of both faculties - in alphabetic order: Prof.ssa Ericka Costa (UniTn member), Prof.ssa Marjaana Gunkel (UniBz member with advisory voting right), Prof. Michael Nippa (head), Prof. Christoph Stöckmann (UniBz member), Prof. Marco Zamarian (UniTn member), Prof. Fabio Zona (UniTn member).

Substitute members: Prof. Ivo De Gennaro (UniBz member) and Dr. Oksana Tokarchuk (UniTn member)

Examination/interview dates:

Description	Date	'Location'
Interviews are conducted online, yet candidates are encouraged to present themselves in person at UniBz	The interviews will take place within 9 October 2024. The exact date will be announced on the PhD programme website.	Microsoft TEAMS or Bozen/Bolzano if in person

Positions and scholarship:

Positions with scholarship from the University (unibz+unitn):	2
Position with no scholarship	1