



Freie Universität Bozen
Libera Università di Bolzano
Università Lìedia de Bulsan

Faculty of Economics and Management

PhD Program in Management and Economics

Website:

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

Duration: 4 years full-time

Academic year: 2019/2020

Start date: 01/11/2019

Official language: English

Program content:

The PhD-Program and the dissertation thesis are cumulative. It consists of a comprehensive introduction, a minimum of three scientific products as articles or working papers which are published or conditionally accepted preferably in peer-reviewed scientific journals, under certain conditions in reputed conference proceedings or editorships. Eligibility and appropriateness is decided by the collegio (PhD program committee) upon recommendation by the supervisor. The final part of the thesis is a comprehensive summary the highlights its scientific contribution, limitations and future research directions.

PhD students are closely mentored and supervised by senior faculty, will be provided with fundamental course work preparing them for pursuing high quality research that allows for publication in reputed scientific outlets. The learning and research progress is assessed at the end of each year by supervisors and the PhD program committee. In the case the PhD candidate cannot prove adequate progress, s/he may be either asked to revise and resubmit her/his work or will not be passed into the next year.

Program flow:

1st year

The PhD student can propose a first and a second supervisor who has to be officially assigned by the PhD program committee. One of the two supervisors has to be a member of the PhD program committee. The assignment should be done as soon as possible.

The first year of the PhD program is dedicated to provide PhD students with basic knowledge, concepts, theories, methods, and tools needed to successfully conducting their future research.

For this reason, PhD students will have to attend and pass a series of mandatory courses and seminars, i.e. *Career orientation and scholarly ethics* (1 Credit Point), *Philosophy of Science* (3 CPs),

Principles of Economics (5 CPs), *Management and Organization Theories* (5 CPs), *Quantitative Research Methods* (8 CPs), *Qualitative Research Methods* (4 CPs), *Paper Writing, Publication, and Review Process* (4 CPs), *Special Research Foci* (4 CPs). Each candidate has to produce at least 24 out of these 36 CPs to be eligible for continuing her/his PhD study. S/he has to pass all courses by the end of the second year, i.e. courses not passed in the first year have to be retaken and passed in the second year.

Additionally, PhD students need to find or need to narrow down an interesting and promising research topic as well as to propose a supervisor preferably but not exclusively from the PhD program committee.

In the final months of the first year, PhD students need to write up a research proposal that is briefly describing the problem or phenomena, outlining research already done (i.e. state-of-the-art), research questions and objectives as well as a research plan including theories and methods for the next years. It will be evaluated by the supervisor and a second reviewer and presented to the PhD Course Committee and interested faculty. The decision can be 'passed', 'revisions necessary', 'failed'. In the case of 'revisions necessary' the candidate has up to four weeks to rewrite and resubmit the research proposal which then can only be evaluated as 'passed' or 'failed'.

The decision about admission to the second study year lies with the PhD program committee upon evaluations and suggestions from the supervisors. It embraces the candidate's performance in the course work and in the research proposal. A candidate cannot pass to the second year, if s/he has not enough CPs or has failed to submit a sufficient research proposal.

2nd year

The focus of the second year of the PhD program is on further developing the research idea, on producing the first research results (e.g., literature research, defining research methodologies), and on starting to build a research network that may help to further develop the research and the future career of PhD candidates at large. Additionally, a course on teaching excellence has to be passed successfully and all course work has to be successfully completed at the end of the second year.

PhD students need to study not less than four up to a maximum of six months abroad during the entire PhD course. Ideally these study times at international universities, research centers, summer schools or other institutions that are central to their research topic are spent in the second and third year. PhD supervisors will support students with selecting and approaching these institutions.

Given the nature of a cumulative dissertation and corresponding revise and resubmit cycles it is recommend to prepare and submit at least one article to either a renowned peer-reviewed international or national academic conference if only for exposure to the peer-review process and receiving first feedback from the research community. Supervisors will assist PhD students with selecting adequate conferences. However, due to the different career paths of sub-disciplines and its special requirements it is the ultimate responsibility of the assigned supervisor to decide on the appropriate research and publication progress together with his/her PhD student. To avoid misunderstandings, preparing and mutually agreeing upon a memorandum of understanding is recommended.

In the final months of the second year, PhD students have to submit a working paper (or the article/contribution mentioned above) and an updated research proposal/progress report that outlines research already done as well as a refined and adjusted research and publication plan for the final two years. They will have to present these results to the PhD program committee and interested faculty.

Studies abroad, pending course work, working paper, and progress report are evaluated by the PhD program committee and determine whether the PhD student will be admitted to the next study year.

3rd year

The third year will focus on research activities (e.g. empirical studies, data analyses) and on preparing and submitting research articles to peer-reviewed international and national conferences and journals. Regarding the decision where and when to submit studies to, PhD candidates are supported by their supervisors and/or faculty members. Again, to avoid misunderstandings, updating an existing memorandum of understanding is recommended.

If PhD candidates have not spent the compulsory four months abroad already they have to act accordingly.

Similar to the past years, PhD students have to submit a summary of their research results, e.g. submitted articles and/or working paper as well as an updated progress report in the final months of the third year. They will have to present these results to the PhD program committee and interested faculty.

Completion of the compulsory four month abroad and the evaluation of the research activities and results achieved (e.g., conference paper acceptance) are evaluated by the PhD program committee and determine whether the PhD student will be admitted to the final study year.

4th year

The final fourth year is dedicated to further develop the research output and prepare the final dissertation thesis. To avoid any misunderstanding or misconceptions it is highly recommended that three research papers (or more) have been completed and submitted to internationally reputed journals or editorships. Again, due to the diversity of sub-disciplines in Economics and Management PhD candidates should receive clear advice from their supervisors as well as the PhD program committee regarding their publication strategy.

According to the current regulations at least one article / contribution has to achieve a 'revise and resubmit' from a journal that is considered a class "A" in the ANVUR list relevant at the time of handing in the dissertation thesis. It has to be added that this is a minimum condition that most likely will not foster an academic career in an increasingly competitive labor market among scholars.

PhD courses:

The following list provides an overview of mandatory PhD courses (for details refer to syllabi).

Career orientation and scholarly ethics

This introducing lecture offers an overview of career opportunities for PhD candidates after successful completion of their studies. A special focus will be put on chances and risks in the market for scholars as well as evaluation criteria adopted. Increasing competitiveness of these markets has led to a growing number of cases of non-ethical behavior by social scientists, too. Hence, this introduction will highlight and discuss problems and principles of ethical behavior of scientists and researchers.

Philosophy of Science

The course introduces a fundamental reflection on scientific explanatory models. Taking as a starting point Plato's classical treatment of this issue in the "Simile of the line" (Republic, Book VI), among others the following questions will be discussed with special regard to economic and management theory: What is the relation between scientific explanation and other forms of knowledge? To what extent is that knowledge (i.e. scientific explanation) theoretical? To which reality is it applied? To what

kind of temptation is model building exposed? What role does experience play in this? What is the significance of experiments in this context? The introduction to these questions is meant, not least, to raise the awareness of the scientist's responsibility.

Principles of Economics

The basic course offers an overview of theories and concepts applied in economics and finance. It provides an overview especially for PhD candidates, who are not too familiar with an economic approach in order to lay the foundations for them to specialize in advanced economic theories. The course centers at studying and discussing classical and seminal theoretical contributions.

Management and Organization Theories

Similarly to 'principles of economics' this course provides an well-founded overview of management and organizational theories and concepts frequently applied. It provides PhD candidates, who have not been confronted with these scientific approaches with an integrated overview that includes important neighbor disciplines (e.g., sociology, psychology), too. Based on this compendium PhD students are enabled to comprehend and apply more sophisticated behavioral theories for hypotheses and theory development, as a lack of theoretical foundation and contribution ranks among the most common reasons for rejections in peer-reviewed, scholarly management journals.

Quantitative Research Methods

As a rule, admitted candidates have already attended a fundamental course of statistics – if not it is highly recommended to make up for it before starting the PhD program. This advanced course extends basic knowledge by introducing more sophisticated techniques and software programs for the analysis of multivariate methods and their application in management and economics as well as econometric methods. If required by the research field taken, it is recommended that PhD candidates go to special courses and summer schools individually in consultation with their supervisors.

Qualitative Research Methods

This course equips PhD candidates with knowledge regarding qualitative research methods and its application especially in social sciences. Scientific progress in social sciences not only relies on quantitative but increasingly on rigorous qualitative methods. Starting from the theory of qualitative thinking relevant qualitative approaches and methods (e.g., interview, group discussion) and their analysis and presentation will be introduced and discussed.

Paper Writing, Publication, and Review Process

During this seminar PhD candidates will learn about the peculiarities of academic writing as well as about the publication and review process at large. Differences between management and economic journals will be discussed. The objective of the course is to develop practically relevant skills (e.g. structure, techniques, and processes) of academic writing in English based on hands-on cases. Because of sub-disciplinary differences the 'art of scientific writing in English' will be predominantly stimulated and nurtured by the supervisors.

Special Research Foci

One of the main characteristics of our PhD program is to integrate our PhD candidates in the current research activities of the Faculty of Economics and Management. Therefore, we offer special courses that introduce major research topics. Currently, there will be advanced courses in Outlier Research, Behavioral Economics or Corporate Governance.

Excellence in Teaching

Teaching is a relevant part of the academic career, which is currently in a process of disruption induced by advances in information and communication technologies. Due to administrative and legal reasons

it is not feasible to engage PhD candidates in regular courses with rare exceptions. Therefore, we will offer an interactive course on 'Excellence in Teaching' that makes PhD students familiar with methods and didactics knowledge transfer. One important element is a teaching rehearsal that will be recorded and analyzed. Additionally, PhD students may apply their gained or advanced teaching skills by voluntarily offering tutorials in consultation with their supervisors.

Active involvement in current research activities of the Faculty of Economics and Management:

Research Seminars:

It is highly recommended for PhD students to actively attend the Research Seminar Series frequently organized by the faculty with external guest speakers. Yet, the PhD program committee has put it in the discretion of the supervisor to decide about the relevance of single talks in case the PhD student does not recognize its value. In consultation with the PhD program committee the supervisor can –on the other hand- grant CPs for regular participation in these Research Seminars.

Special research areas:

Organizational and Institutional Outliers

This focus on organizational and institutional outliers, and hence emphasizes issues, phenomena, and corresponding research questions that deal with the exception rather than the mainstream. While in general, management research investigates the competitive advantage of large and established firms, economics largely the regularity of systems (equilibrium approach), institutional theory and law the general application of rules and regulations, a concentration on outliers shifts the perspective towards understanding uncommon phenomena, which might also influence our understanding of more common phenomena. For social sciences, outliers are worthwhile to be investigated, since they often constitute new and often efficient solutions outside the norm and pave the way for innovation.

Economic Policy Analysis

Current economic policy questions and phenomena with relevance for regional, national and international policy decisions are analyzed using state of the art methodological and empirical approaches. Relevant themes covered include immigration, charitable giving, racial discrimination, health economics and policy, climate policy, impact of politics on economic outcomes and development, economic literacy, agricultural policy and environmental regulations. Quantitative methods and economic modeling tools are applied in order to reach valid results and thus concrete policy recommendations.

Financial Markets and Regulation

Studies focus -based upon on theoretical, quantitative and empirical analyses- on financial and informational processes and institutions that affect decision-making. Research centers on the role of institutions such as financial analysts, auditors, rating agencies and the financial markets for firms and their managers.

Variety of research interests:

Besides being introduced to specific research areas of the faculty, including Organizational and Institutional Outliers, Economic Policy Analysis and Financial Markets and Regulation, PhD students will have the chance to be engaged in corresponding research projects from the beginning. The international faculty provides a variety of research opportunities which are periodically updates and published on the respective webpages. The following list provides examples for current research topics and fields offered by members of the Faculty of Economics and Management (effective February, 2019):

Working Title / Research Field	Faculty member
Market design for high-tech and innovative markets	Prof. F. Boffa
The impact of economic and financial literacy on the quality of government.	
New Institutions for the Energy Sector.	
Earning quality in Private Firms	Prof. M. Bonacchi
The effect of Culture on Earning quality	
Customer Analytics: how to use customer data to make better decision	
Corporate governance, performance and financial reporting in samples of private, listed and nonprofit organizations.	Prof. L. Courteau
Characteristics and Economic Consequences of Criminal Firms in Europe.	
Creating value with accounting: "new" information for "new" business	
What is different behind family business strategies (e.g., internationalization, leadership succession, growth, diversification, professionalization expansion/M&A/IPO)? What is the role of family-centered goals on strategic decision making and firm performance?	Prof. De Massis
Strategic management as a balancing act between past and future: temporal dynamics, history, tradition and temporal search in multi-centenary (family) firms (e.g., innovation through tradition, time-varying management paradoxes/dilemmas, firm longevity, sustainability across generations).	
Innovation and technological issues in firms with family involvement: The role and importance of context (e.g., family-driven innovation, open innovation, ambidexterity, social innovation in family enterprises and enterprising families).	
Field experiments in family business	
The role of various intelligences in the formation of global management success	Prof. M. Gunkel
The human resource management challenge of various generations in the workforce.	
International talent management and global careers	
<i>Please refer to personal website for information</i>	Prof. D. Ferrari

Numerical modeling of dependent credit rating migrations	Prof. Y. Kaniovskyi
Business cycles and dependent credit rating migrations	
Markov models in the analysis of business survey data	
Timing in management decisions and outstanding organisational performance.	Prof. C. Lechner
Technology hype cycles and the emergence of organisational outliers.	
Commonalities between unicorns and failing firms.	
<i>Please refer to personal website for information</i>	Prof. O. Maurer
Public Sector Economics	Prof. A. Moradi
Development Economics	
Economic History	
Mergers and asset restructuring in digital financial industry	Prof. M. Murgia / Prof. C. Curi
Bank CEO effects on performance and risk	
Managing ill-structured problems (i.e. novelty, the unexpected, wicked problems)	Prof. A. Narduzzo
Organizational routines as a source of flexibility and innovation	
Exaptation – innovation through novel recombination	
Strategic Management and Grand Challenges (e.g. mitigation of global warming, energy transition, smart for green cities, circular economy, ...)	Prof. M. Nippa
The future of leadership, management and organizations (e.g., impact of digitalization, digital transformation, improvisation, holacracy, ...)	
Internationalization strategies, structures and processes (e.g. small and medium-sized firms; alliances and joint ventures; subsidiary portfolio mgmt.)	
The behaviour of green consumers	Prof. L. Osti
Tourists´ and destinations´ resilience to environmental vulnerability	
Tourism in fragile and vulnerable destinations: hosts´ - tourists´ perceptions	
<i>Please refer to personal website for information</i>	Prof. P. Perego
Econometrics of large and big database.	Prof. F. Ravazzolo
Energy Economics	
Bayesian estimation of structural models	
Market organization and quality coordination in EU wine markets.	Prof. G. Schamel
Economics of sustainable tourism and local development.	

Macroeconomic Dynamics (e.g. dynamic tourism economics, economic growth and unemployment).	Prof. S. Schubert
International Macroeconomic Dynamics (e.g., effects of fiscal austerity policies, debt constraints in an open economy).	
Immigration and Population Economics	Prof. S. Stillman
Health Economics	
Empirical Topics in Labor Economics	
Field Experiments in Behavioral Personnel Economics.	Prof. M. Tonin
The Economics of Charitable Giving	
Psycho-physiological techniques in measuring tourists' emotional responses.	Prof. S. Volo
Climate change effects on alpine tourism destinations.	
Tourism competitiveness, sustainability and innovation: measurements issues.	
Financial Asset Allocation under Parameter Uncertainty.	Prof. A. Weissensteiner
Quantitative and Computational Finance	
Theoretical and Empirical Asset Pricing	

Focus of Research:

Research at the Faculty of Economics and Management can be characterized as international, interdisciplinary, and methodological rigor.

Faculty members have close networks within their specific research area of the scientific community, which allows for engaging PhD students in multiple ways. Additionally, the PhD program committee embraces four external members from internationally reputed institutions that are acknowledged for their research published in high-ranked scholarly journals.

Interdisciplinary research is encouraged and applied in various ways. It demands from PhD candidates to be open-minded but supports them in leaving traditional research patterns and in applying unconventional theories and methods. The Free University of Bozen-Bolzano and the European Region Tyrol - South Tyrol – Trentino offer many opportunities for interdisciplinary research due to its openness and proximity.

The foundation of producing any 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 as well as fundamental theories in Economics and Management and neighboring disciplines and advised to apply and further develop this knowledge in their research.

Benefits of the PhD program for external stakeholders:

Among others the region of South Tyrol as well as Italy will benefit from attracting well educated talents that are dealing with research questions of high relevance for today's societies. Being involved in disciplinary and interdisciplinary research that focuses on the economic, social, and ecological development of South Tyrol will generate benefits for the public administration and private firms.

Admission procedure and requirements:

Those candidates who are not in possession of a Master degree (120 ECTS) or a similar degree can be admitted with reserve but have to get their degree within 31st October of the application year. If not, the candidate will be excluded from the admission procedure

The selection relies on the evaluation of degrees and Exams

The evaluation commission can assign up to a maximum of 100 points.

Evaluation of Titles (70 points)

Documents have to be submitted in English language as the doctoral program will be entirely held in English. Following elements will be evaluated from the commission:

a) Final degree (or mark-average of passed Exams in the Master Program if the candidate did not already graduate (10 points)

b) Quality of visited Universities (max. 10 points). For the evaluation the Rankings of „Times Higher Education“, U-Multirank, Censis, “il Sole 24 ore” or similar will be consulted. If the University is not ranked in one of those lists, then max. 5 points can be assigned.

c) Affinity of the previous education to the PhD in Management and Economics research topics (max. 15 points). Following elements can be evaluated:

- Content of the degree (10 points)

- Courses taken, Seminars, Summer schools (2 points)

- Other knowledge of qualitative and quantitative research methods, not already evaluated elsewhere (max. 2 points)

- Titles of the Bachelor and Master thesis, if there is a connection to the topics of the research clusters of the Faculty of Economics (1 point)

d) Quantity and Quality of scientific publications and research related work activity (if there is a connection of content to the topics of the PhD research clusters of the Faculty of Economics) if this can be considered an added value for the PhD Program (max. 5 points)

e) Proofed, certified knowledge of the English language (max. 5 points)

Knowledge of the English language on a C1 level (CEFR), which the candidates can prove with certificates like TOEFL, IELTS, first Certificate in English (Grade “A”) ecc. As foreseen by the Language Center of unibz).

f) CV including reference letters (if available) from former Professors or Tutors of the Thesis, Employers (max. 10 points)

g) Research exposé in English (maximum 2 pages + list of references, tables, graphics) at scientific level, pointing out the research interest, potential research questions and the methodological approach of the candidate (max. 15 points).

Interview (max. 30 points)

All candidates who reach the minimum amount of points according to the above mentioned criteria (50 points overall and 40 points for the criteria a), b), c), d), e) and f) and a minimum of 10 points for the evaluation of the Research exposé g) will be invited to the admission interview.

During the interview the evaluating commission will evaluate the following elements:

The preparation, the education and specific suitability of the candidate for the scientific research in Management and Economics.

The ability of the candidate to present her/his research interest and research activity in a convincing way.

The ability of speaking and writing in English at a high level is fundamental for an admission to a PhD education entirely held in this language. If the candidate is not able to deliver the foreseen certificates (TOEFL, IELTS, CAE, das First Certificate in English Grade „A“) the evaluating commission can anyway evaluate autonomously the knowledge of the English language.

The candidate is considered as eligible when he/she will get a minimum of 21 points for the interview and an overall minimum of 70 points.

The Ranking of the eligible candidates is a result of the assigned points according to the above mentioned criteria. If two candidates will reach the same amount of points than the younger one will be ranked first.

Examination/interview dates:

Description	Date	Place
Personal Interviews with eligible and top ranked candidates	To be scheduled from 24th to 26th of July 2019	Piazza Università/Universitätsplatz 1 39100 Bolzano/Bozen E Building, 4th floor Room E 410

Documents/qualifications to be attached to the online application:

Mandatory documents/certificates/receipts:

DEGREE CERTIFICATE/EXAM TRANSCRIPT

In case of Italian university titles the certification **MUST** be substituted by a self-declaration or by the Diploma Supplement

RESEARCH EXPOSÈ in English as a PDF file, no longer than two pages, digital form

CURRICULUM VITAE

Other documents/qualifications (recommended, if applicable)

LIST OF PUBLICATIONS if applicable; preferably with respective links to the full-text if available

LANGUAGE CERTIFICATES for ENGLISH In case of Italian public institutions, the certificates **MUST** be substituted by a self-declaration

Two REFERENCE LETTERS

PhD positions and grants:

Maximum positions with scholarship from UniBz: 6

Maximum positions without scholarship from UniBz: 1

Maximum positions academic year 2019/20: 7