

Key Features of the Selection Procedure PhD in Management and Economics_2020

Preamble

The selection process of future PhD students at the Faculty of Economics and Management is based on the principle of avoiding any negative or positive discrimination that is not related to our discipline and the research competencies and orientations of the current faculty members.

Admission to the PhD program is entirely based on an annual competition on the basis of proven and relevant professional competencies, outstanding performance, and the necessary match between the candidate's research interests and those of the Faculty of Economics and Management.

The following, preliminary information is specifically intended to provide potential candidates with the early opportunity to compare their qualifications with the admission requirements and to obtain eventual missing documentation. *The content of this document is purely informative and the only decisive criteria for admission will be those contained in the official invitation to tender that will be published at the end of May 2020.*

Selection Process Stages and Key Criteria

The selection is made on the basis of the applicant's curriculum and interviews. It follows a stage process. All documents must be submitted in English (including transcripts of official certificates in languages other than English, German, and Italian). Failure to do so will result in exclusion from the evaluation process without consultation.

Stage 1:

- Applicants who are not native speakers of English must document their language skills by submitting a language certificate (minimum level C1), such as TOEFL, IELTS, or the First Certificate in English (Grade "A") - as provided by the Language Centre of the Free University of Bozen/Bolzano.
- Two individualized reference letters from current or former professors, supervisors of the thesis or employers prepared specifically for application to this PhD program.
- A research statement in English (max. 1,200 words plus bibliography, tables, graphics, if applicable) which meets scientific requirements and which demonstrates the special research interest of the applicant and emphasizes potential research questions, as well as conceptual and methodological approaches. The research interests expressed in the statement must be related to the research priorities of the faculty and take into account the availability of supervisors in the proposed research field.
- Payment of the admission fee.

Stage 2:

Assessment of the qualifications and research fit of applicants based on the curriculum (max. 70 points).

The selection committee will review and evaluate the following elements:

- a. The final grade of the Master's or Fachlaureat or an equivalent title. The final grade needs to be in the upper 40% percentile of the country's / universities grading system (e.g., min. 92 in Italy; min. 2.3 in Germany). Applicants who do not fulfill this criterion / threshold are excluded from further evaluation.
- b. The final grades according to criterion a. of the remaining applicants that are above the threshold are ranked between 3 and 5 points and will be multiplied with the quality of the university(s) or faculties/business schools delivering the diplomas (max. 4 points; in total max. 20 points).
- c. Affinity of the previous education and qualifications with the subject contents of the PhD in Management and Economics, i.e., professional proximity (in total max. 25 points).
- d. Quantity and quality of scientific publications and/or research-related work experience (only those with a given affinity to the subject contents of the PhD in Management and Economics will be taken into consideration) if this represents added value for the PhD program and desired research field (max. 2.5 points).
- e. Comprehensive evaluation of the Curriculum Vitae and of the letters of recommendation. If the candidate can present a very good GMAT or GRE test (not older than five years), this will be positively evaluated here (max. 7.5 points).

Candidates who do not reach a threshold of 35 points (out of 55 points) in the evaluation of criteria b. to e. will be eliminated at this stage and their research statement will not be evaluated.

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

Candidates who reach a threshold of 45 points for criteria b. to f. (out of 70 points), of which a minimum of 10 points for the evaluation of the research statement (f.) will be admitted to the interview.

Stage 3:

Assessment of the qualifications and research fit of applicants based on the interview (max. 30 points).

During the interview the selection commission will evaluate particularly the following elements:

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

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

Results

Applicants are considered eligible if they score at least 20 points for the interview and 65 points in total.

Based on the evaluation process described above, the eligible applicants are ranked by number of points obtained.