



**Freie Universität Bozen**  
**Libera Università di Bolzano**  
**Università Lìedia de Bulsan**

## **Faculty of Economics and Management**

### **PhD Programme in Management and Economics**

#### **Website:**

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

**Duration:** 4 years full-time

**Academic year:** 2020/2021

**Start date:** 01/11/2020

**Official language:** English

#### **Programme content:**

The PhD programme and the associated doctoral thesis are cumulative. The PhD thesis consists of a comprehensive introduction appropriate to the requirements of the research field, a number of scientific research papers (at least three articles, working papers) at different stages of publication in recognized, preferably peer-reviewed scientific journals, proceedings or compilations, and a concluding summary that acknowledges the scientific contribution, identifies limitations and outlines future fields of research.

In order to ensure the quality of the programme and to evaluate the performance of the doctoral students, regular reviews of the progress of knowledge and publications take place, particularly with regard to admission to the respective subsequent years.

#### **Programme flow:**

##### **1<sup>st</sup> year**

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

The first year primarily serves to impart knowledge within the framework of general and special courses. Each doctoral student has a personal budget to attend specialisation courses at other institutions. Depending on the area of specialization, it is planned to introduce the doctoral students to the writing of scientific articles (e.g. literature review) already in the first year.

Admission to the second year is decided by the PhD programme committee. In addition to a minimum number of credit points to be achieved in the basic courses (at least 24 of 34 CPs), an elaborated research proposal ('research proposal' with research objective and questions; theoretical and empirical approach; project plan including scientific papers (articles) must be submitted. This will be evaluated by the first and second supervisor and presented to the PhD programme committee. Doctoral

candidates may be required to revise their proposal within a reasonable period of time ('accepted with revisions').

## **2<sup>nd</sup> year**

The second year of study serves on the one hand to deepen and specialise in relevant methods and theories that are necessary for understanding and researching the selected economic issues and phenomena. This is done in close coordination with the respective supervisor and can ideally be combined with the attendance of specialized seminars, summer schools or courses at international research institutes and universities.

Since a successful academic career increasingly needs skills of appropriate communication of research content and teaching, special courses and a voluntary assumption of supplementary tutorials, for example within the framework of Studium Generale, are part of the structured doctoral training.

In addition, doctoral students should be enabled and supported to write scientific papers in cooperation with other researchers and to pass competitive competitions (international, peer-reviewed conferences and journals).

During the last months of the second year PhD students have to submit a working paper and a progress paper. The progress paper lists the activities carried out and defines the research and publication plan for the next 2 years. The progress paper will be presented to the PhD programme committee and other interested members of the faculty.

The amount and content of the compulsory study abroad, the attendance of complementary courses or courses that are still missing in connection with working paper and the progress paper will be evaluated by the PhD programme committee. A positive evaluation is a prerequisite for admission to the third year of study.

## **3<sup>rd</sup> year**

In the third year of their studies, doctoral students should concentrate on carrying out, continuing and communicating their research, both at the Free University of Bozen/Bolzano and in the context of visits to international research institutes and universities.

With the support of the supervisor, the special focus is on the successful submission of research papers to economics journals or working paper series.

As in previous years, candidates must submit a report on the results achieved. Again, submitted articles and/or working papers and an updated progress paper in the last months of the PhD year must be submitted. These papers will be presented to the PhD programme committee and other interested members of the faculty.

The possible completion of the missing months abroad and the positive evaluation of the research results and activities achieved (e.g. accepted conference paper) by the faculty are a prerequisite for admission to the final academic year.

## **4<sup>th</sup> year**

In the last year of the PhD program, the scientific articles must be revised ('rewrite and resubmit'), more must be written if necessary and the cumulative dissertation outlined above must be written. In order to avoid misunderstandings, it is explicitly pointed out that the preparation of at least three

research papers (or more) is expected, i.e. independent and distinguishable research papers that have either been successfully submitted to economic journals or are at least in the supervisors' opinion worthy of publication. Candidates receive clear instructions regarding the publication strategy from their supervisors and from the PhD programme committee.

In the case of multiple authorships, the doctoral candidate must ensure that the personal contribution recognised by the other authors exceeds 1.5 for three contributions (= > 50%).

According to the current regulations, an article/contribution must achieve the status "revise and resubmit" with a journal classified as "A" by ANVUR ([www.anvur.it](http://www.anvur.it)) in order to submit the dissertation. It must be added, however, that achieving only this minimal goal will hardly be enough to enable the candidates to find employment in the highly competitive academic labour market.

### **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 programme. This advanced course extends basic knowledge by introducing more sophisticated techniques and software programmes 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 programme 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 recorder and analyzed. Additionally, PhD students may apply their gained or advanced teaching skills by voluntarily offering tutorials in consultation with their supervisors.

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

#### **Research Seminars:**

Due to the high administrative workload, professional and flexibility considerations, active attendance of the research seminars offered each academic year (guest lectures by leading scientists in the faculty's research areas) is highly recommended, but is left to the discretion of the respective supervisors. A regular visit can be awarded with credit points by the supervisors.

## 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*

On the basis of theoretical, quantitative and empirical work, financial and information management processes and institutions that influence decision-making are examined. The research focuses on the role of institutions such as financial analysts, auditors, rating agencies and financial markets in corporate decision-making.

## Necessary proximity to the research interests offered by the faculty members:

In addition to an introduction to the three special research areas of the faculty mentioned above, candidates also have the opportunity to work on specific research projects. The internationally oriented faculty offers a wide range of research opportunities, the list of which is continuously updated and published on the corresponding website. Below you will find an overview of current research topics and fields offered by the members of the Faculty of Economic Sciences (as of May 2020):

<b>Working Title / Research Field</b>	<b>Faculty member</b>
Economics of self-driving and electric vehicles	Prof. F. Boffa
The role of public opinion on quality of government	
The microeconomics of blockchain and cryptocurrencies	
Earnings 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	
<i>Please refer to personal website for information</i>	Prof. I. De Gennaro
What is different behind family business strategies? 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.	
Innovation and technological issues in firms with family involvement: The role and importance of context.	
Applied Theory Topics in Political Economy and Health Economics	Prof. A. Fedele
Social Economy	
Industrial organization	
Analysis of high-dimensional network data with applications in economics and finance	Prof. D. Ferrari
Model selection and assessment of model uncertainty for big econometric data	
Statistical modeling for multivariate spatio-temporal data	
The role of multiple intelligences in global virtual teams	Prof. M. Gunkel
The effect of resilience on employee performance	
Cross-national differences in human resource management practices	
Main topic: Set Optimization Theory & Methods including numerical algorithms. <i>In particular:</i>	Prof. A. Hamel
Economic and management decision making under incomplete preferences, economic and financial data analysis with potentially non-comparable outputs: multivariate quantiles, rank functions and recommender systems	
Games with multidimensional payoffs: equilibrium concepts, payoff guaranteeing strategies, duality based on set-valued approaches	
Financial risk measures & insurance premiums for markets with transaction costs based on set-valued approaches.	
Numerical modeling of dependent credit rating migrations	Prof. Y. Kaniovskiy
Business cycles and dependent credit rating migrations	
Markov models in the analysis of business survey data	
Entrepreneurs as actors and resource providers as audiences: How entrepreneurs are evaluated by multiple audiences and what is the impact on firm outcomes?	Prof. C. Lechner
The influence of parents, friends and partners in the startup process of young entrepreneurs	
Understanding the emergence of outliers as a series of thresholds	
International tourism – rising anew from the ashes or back to the normal (development in post crises times)	Prof. O. Maurer
Consumer behaviour: experimental approaches to food waste in tourism	
Tourism development and residents' wellbeing – an international perspective (empirical)	
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
Heuristics for organizational resilience	
Managing Exaptation - innovation through novel recombination: The role of technology exposure	
Strategic Management and Societal 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., SMEs; 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; macro finance	
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)	
Culture and Finance	Prof. L. Siming
Credit Risk Dynamics	
Identification using Historical Financial Data	
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
Theoretical and Empirical Asset Pricing	
Estimating the economic impact of Covid-19 with quantitative finance tools	

**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 programme 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 programme 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:**

Candidates who are about to complete their studies but do not yet hold a Master's degree, a specialist degree, Masters (120 ECTS credits) or an equivalent foreign title can be admitted to the selection procedure under reserve. However, they must check the formal admission requirements by means of a current and certified grade sheet of their university and obtain the required titles (including the required grade point average) within the 31st October of the year in which the admission procedure takes place. If this is clearly not possible, the candidate will be excluded from the selection process.

The selection committee may establish evaluation sub-criteria until the expiry date of the official call for proposals. However, these sub-criteria must be submitted before the Central Doctoral Office provides the selection committee with the list of candidates eligible for admission.

The selection relies on the evaluation of degrees and exams.

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

**Stage 1:****Formal requirements for admission to assess the suitability of candidates**

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") - as offered by the Language Centre of the Free University of Bozen/Bolzano.

You can demonstrate your language proficiency in the application portal (in the section "upload language certificates" and/or "enrol for language exams") after you have created an application in the section "create/manage applications".



**Information regarding the structure of the language proficiency exams**, their duration, their administration, and typical processing time for the publication of the results can be found on the following webpage: <https://www.unibz.it/en/services/language-centre/language-exams/>.

The application must also be accompanied by:

- Two individualized **letters of reference** from current or former professors, supervisors of the thesis or employers, which have been specially prepared for the application in this doctoral programme.
- A **research statement in English** (max. 1,200 words plus bibliography, tables, graphs, if applicable), which meets scientific requirements 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 exposé must be related to the research priorities of the faculty and take into account the availability of supervisors in the proposed research area.
- **Degree certificate/exam transcript** with mark average
- **Curriculum vitae**

The payment of the **admission fee** is necessary to get your application process started.

## **Stage 2:**

### **Assessment of applicants' qualifications and scientific suitability on the basis of written documents (titles) (max. 70 points)**

The selection committee will examine and evaluate the following elements:

- a) The final grade (or the grade point average of the Master's/degree examinations taken if the candidate does not already hold the degree) of the Master's/degree or equivalent. The final grade must be at least 92/110 in the Italian grading system or equivalent grades abroad (e.g. at least 2.3 in Germany). Applicants who do not meet this criterion will be excluded from further assessment.
- b) The final marks according to criterion a) of the other applicants who are above the threshold will be graded between 3 and 5 points and multiplied by the quality of the university(s) or faculty/business school(s) issuing the diplomas (max. 4 points; total max. 20 points).
- c) affinity of the previous education and qualification to the subject content of the doctorate in management and economics, i.e. scientific proximity (max. 25 points in total).
- d) Quantity and quality of scientific publications and/or research-related work experience (only those with a clear affinity to the subject content of the doctoral thesis in Management and Economics will be considered), if this represents added value for the doctoral programme and the desired research area (total max. 2.5 points).
- e) 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), this will be credited 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. are eliminated at this stage and their research statement is not 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 meet criteria b. to f. (out of 70 points) achieve at least 45 points, of which at least 10 points for the evaluation of the research statement (f.) will be admitted and invited for interview.

## **Stage 3:**

### **Personal interview (max. 30 points)**

## Assessment of applicants' qualifications and research suitability on the basis of an interview (interview)

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 and Economics at the Faculty of Economics and Business Administration.

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

### Results

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

Based on the evaluation procedure described above, eligible applicants are ranked according to the number of points they have achieved.

The ranking of eligible applicants for admission to the research doctorate and for the scholarships provided is based on the number of points 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 **within 18<sup>th</sup> August 2020**.

The evaluation committee consists of one member of each of the research clusters relevant to the PhD, including the coordinator:

TOUR: Prof. Federico Boffa (Deputy Prof. Linda Osti); QUANT: Prof. Francesco Ravazzolo (Deputy Prof. Steven Stillman); FIN&REG: Prof. Alex Weissensteiner (Deputy Massimiliano Bonacchi); INNO&MGMT: Prof. Michael Nippa (Deputy Prof. Christian Lechner).

Additional member for the received applications, which explicitly refer to the position financed by NOI Techpark and have therefore successfully participated in the pre-selection process: Dr. Petra Seppi (NOI Techpark).

Additional member in a consultative capacity for the received applications, which explicitly refer to the position financed by RauchBau GmbH and have therefore successfully participated in the pre-selection process: Dr. Thomas Aichner (John Cabot University).

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 (if personally, otherwise telematic)
Personal/online Interviews with eligible candidates	To be scheduled from 29th to 31st of July 2020 (no alternative dates can be fixed)	Via TEAMS

## Documents/qualifications to be attached to the online application

### Mandatory documents/certificates/receipts:

#### LANGUAGE CERTIFICATION

–In case your certificate has been awarded by an Italian public institution, you need to submit a self-declaration.

–In case your certificate has been awarded by a foreign public institution, you need to upload the certificate scanned copy of the original.

#### 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 STATEMENT in English as a PDF file, no longer than two pages, digital form

CURRICULUM VITAE in English

Two REFERENCE LETTERS (in English and specific for this application)

### Other documents/qualifications (recommended, if applicable)

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

### Intake and grants:

Intake with grants from the University: max. 7 places

Intake with other grants \*: max. 2 places

Intake with no grant: max. 2 places

Maximum intake overall : max. 11 places

* Scholarship with fixed topic: 2		
Topic		External Funding institution
Customer behavior and customer perception (both B2B and B2C) in the Italian and European construction, waste management and/or transportation sectors with special focus on the Italian- and German-speaking markets	1	RAUCHbau GmbH
Toward a better management of innovation in family firms: unpacking and revamping existing tools in a "nature of innovation" perspective. Action research following the principle of engaged scholarship.	1	NOI Techpark

### GRANTS FUNDED BY EXTERNAL PARTIES \*

In the case of an application for one of these externally funded fellowships, the candidate must submit a topic-specific research statement (see above) and explicitly declare his/her interest in this externally funded fellowship at the appropriate place. Separate rankings can be created for these fellowships.

Only candidates who meet the general eligibility criteria in the selection process and are listable may be listed in these rankings.