

Faculty of Economics and Management

PhD Program in Management

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

Duration: 4 years full-time

Academic year: 2022/2023

Start date: 01/11/2022

Official language: English

Description of the project:

Thematically, the research will focus on the major societal challenges to be met by decision-makers at different levels, which are manifested, among other things, in the UN's 17 sustainable development goals. In particular, the focus will be on problems and tasks of sustainability, climate and environmental protection, digitalisation, health protection and sustainable management in an international context. In this way, the further development of the autonomous province of Bolzano, the Euregio Tyrol-South Tyrol-Trentino, can be supported in particular.

The substantive research and training topics of the programme, which are also reflected in the research clusters of the Faculty of Economics at Unibz, include the following action priorities from the perspective of the participating research groups:

"Managing sustainable innovations in the digital world"

Entrepreneurship and innovation management are more than ever at odds with economic, social and ecological objectives and interests. If we view digitalisation not as an end in itself, but as a tool for expanding the management options of companies and administrations, then advanced applications, for example from the field of Industry 4.0, Internet-of-things, big data analytics and artificial intelligence, can be the key to realising sustainable solutions. This requires research and management approaches that move away from technology-centricity and profit maximisation and propagate interdisciplinary, holistic concepts and approaches. The research serves, on the one hand, to strengthen the competitiveness of small and medium-sized enterprises in particular, including family businesses, and, on the other hand, to improve the effectiveness and efficiency of public administration (e.g. education and healthcare), especially in the region.

"Concepts of sustainable regional development"

Concepts of sustainable development are of sectoral, regional and individual relevance. They include holistic concepts with relevance to the primary, secondary and tertiary sectors, with high interdependencies between sectors and corresponding impacts on socio-economic activities and their outcomes. In this framework, tourism, with all its upstream and downstream sectors, is of particular importance in the regional context of sustainability. The development of interdisciplinary, holistically based management approaches, the use of new technologies as well as research on consumer behaviour and the dynamics of its change are some of the research fields to be promoted.

"Accounting for Sustainable Corporate Governance"

A growing number of organisations are seeing the need to develop and implement sustainability management systems as regulatory requirements and demand from various stakeholders increase. Sustainability accounting

is an emerging area of accounting that provides a framework for developing measures of environmental, social and governance (ESG) performance and assists managers in making strategic and operational decisions that affect ESG-related costs and risks, as well as reporting to external stakeholders.

Educational objectives

The doctoral programme in Management with the research focus on 'Sustainability', 'Digitalisation', 'Entrepreneurship and Innovation' as well as 'Regional Economy and Nature' is mainly supported by the research clusters 'Entrepreneurship, Innovation and Management' and 'Tourism, Marketing and Regional Development' in cooperation with colleagues from other research clusters, especially Accounting and the research group 'Family Businesses'. The primary goal is to prepare doctoral students for a successful career in science and research, but also in leading positions in companies and public administration organisations as well as in international business consultancies and start-ups. The meta-competences required for this are specifically developed and promoted. The courses and seminars offered and to be attended are designed to enable a scientific output already during the doctoral studies (cumulative dissertation). A specific PhD in Management is particularly suitable to support the province as well as the Euregio zone with the necessary human capital against the background of the major challenges of the future.

The four-year doctoral programme in Management is an important component of the Free University of Bozen/Bolzano and the Faculty of Economics and Business Administration in order to attract talented graduates, especially in economics but also in related fields, from various regions and countries and to offer them a high-quality education with subsequently good career opportunities in international organisations and specifically in Italy and South Tyrol in order to further advance the country. Due to the diversity of important, interdisciplinary issues, it is necessary to combine a structured theoretical and methodological basic education with a high degree of flexibility with regard to highly specialised teaching content.

In addition to attracting highly talented, well-trained professionals and researchers in the field of management and sustainability to South Tyrol and Italy, which is already a value in itself that should not be underestimated, the integration of the doctoral students in the business research clusters of the faculty also gives rise to expectations of concrete and transferable results for the region, public administration and the South Tyrolean and Italian economy. Graduates of the doctoral programme acquire a solid theoretical and methodological knowledge base which, combined with the simultaneous teaching of specialised knowledge and research concepts, enables them to produce internationally recognised research results (publications in high-ranking journals). Special attention is paid to the promotion of interdisciplinary research as well as practical relevance of research questions and the necessary ability to think outside traditional categories and to master different methodological approaches. This is particularly taken into account by the teaching programme as well as the interdisciplinary composition of the faculty.

Program structure:

Over the course of the PhD program, students must earn **a total of 180 credits (CP)** as follows:

Seminar-like lectures at UniBz (mandatory) 35 CP

Philosophy of Science (3 CP) *

Basic Statistical and Econometrics Methods (6 CP) *

Basic Economic and Management Theories (4 CP) *

* together with students of the PhD program in Economics and Finance

Career orientation and scholarly ethics (1 CP)

Conducting systematic literature reviews (3 CP)

Peer-review process in Management Research (3 CP)

Quantitative methods for conducting rigorous and relevant management research (6 CP)

Qualitative methods for conducting rigorous and relevant management research (3 CP)

Sustainability and Digitalization in Management (6 CP)

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Individual education according to agreement with the PhD Supervisors of the PHD Program in Management (20 CP)

PhD supervisors determine the necessary or recommended individual continuing education modules (e.g., summer schools, methods seminars, supervised independent study) with the students and evaluate their success.

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Mandatory attendance of UniBz-internal Research Seminars (15 CP)

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Conferences / Research Seminars (2nd, 3rd and 4th year) 40 CP

Papers accepted for peer-reviewed international conference (10 CPs each, mandatory)

Papers accepted for peer-reviewed national conference (5 CPs each, free choice)

Participation in other seminars (2 CPs each, free choice)

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.

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Research Presentations (mand.) 50 CP

Research Proposal (end of 1st year) (10 CP)

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

Progress Report and Working Paper (end of 3rd year) (20 CP)

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

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Study abroad (mand.) (2nd and/or 3rd year) 20 CP

Completion of at least four months at an abroad research institution.

PhD supervisors consult and assist students in identifying and selecting possible visiting periods at research institution 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 has concluded corresponding agreements.

Program timeline:

1st year

The PhD student must propose a first and a second supervisor who will be officially assigned by the PhD program committee. One of the two supervisors needs to be a member of the *Collegio*. The doctoral candidate has a right of nomination; the decision is made by the *Collegio*.

The first year primarily serves to impart knowledge within the framework of general and specialized courses. Each doctoral student has a personal budget to attend for example specialized courses at other institutions. PhD students will be trained in 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 basic courses (at least 25 out of 35 CPs), a research proposal (with research objective and questions; theoretical and empirical approach; project plan including scientific output) needs to be submitted. The research proposal 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 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 and is frequently supported by attending specialized seminars, summer schools or courses at international research institutes and universities.

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.

In addition, PhD students will be enabled and supported to write scientific papers in cooperation with other researchers and to succeed in competitions (especially international, peer-reviewed conferences and journals).

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 the faculty.

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 year of study.

3rd year

In the course of the third year of study, PhD students are expected to intensify their research efforts both at the Free University of Bozen/Bolzano and during visits at international research institutes and to present results and studies to the research community.

With the support of the supervisors, the focus of the 3rd year of study is on the successful submission of research papers to peer-reviewed journals or working paper series.

Similar to previous years, candidates must document their research progress in a Progress Report. In addition, another professional article or substantially improved working paper must be submitted and presented to the *Collegio* and other interested members of the faculty.

The completion of all outstanding mandatory components of the PhD program except for those scheduled for the final year and the positive evaluation of the achieved research outputs and activities (e.g., accepted conference paper) on the part of the *Collegio* are again prerequisites for admission to the final year of study.

4th year

In the final year of the PhD program, the 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 supervisors 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 ($\geq 50\%$).

Ideally at least one article will have been published or accepted for publication in a "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 also requires the willingness of the doctoral student to also undertake this special effort, which may be associated with increased risk.

PhD Teaching activities:

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

Career orientation and scholarly ethics (1 CP)

On the one hand, the introductory lecture presents especially scholarly career options and paths and criteria which will be applied by employers. Due to the increasing competition among scholars, but also due to the increased transparency, several cases of unethical behavior, also by social scientists, have been highlighted recently. The introductory course sheds light on the problem and offers orientation with regard to different forms of possibly unethical behavior of scientists and researchers.

Brief description of the courses used by both programs (13 CP):

Philosophy of Science (3 CP)

Following a consideration on the incentives to do "bad science" in the system of academic publishing, the module introduces to a fundamental reflection on scientific explanatory models and, more generally, on hypothetical thinking. Based on a discussion of the main positions of contemporary theory of science, the following questions will be asked with respect to economic theory: What is a hypothesis or basic assumption? What is an operative concept? What is the scope and what are the implications of a scientific definition? To what kind of hazard is model building exposed? The discussion of these questions aims, not least, at raising the awareness of the scientist's responsibility in society.

Basic Statistical and Econometrics Methods (6 CP)

The course starts with a focus on concepts and methods of data collection and management. Building on this, the main part of the course is devoted on data analysis. In this context, an overview of relevant methods,

especially linear regression and panel data models applying important software programs (e.g., STATA and R) is given. The course emphasizes an application orientation by using examples from economics and management.

Basic Economic and Management Theories (4 CP)

In many economics' journals, successful applications require applying theories to describe the object of research and to derive propositions and hypotheses, as well as developing or at least testing these theories in one's own studies. General economic theories such as agency theory, transaction cost theory or property rights theory are also frequently applied in the field of management, as are more behavior-based theories such as the theory of planned behavior or theories of behavioral decision-making in economics. Therefore, an overview is offered for both doctoral programs.

UniBz-internal teaching activities of the PhD in Management (21 CP)

Conducting systematic literature reviews (3 CP)

This course does not focus on extending skills and abilities of literature searches with the help of various tools and databases in the management field (see specific offers by the UniBz library), but rather on the content-related and methodological requirements of systematic literature reviews, which have recently received increasing recognition and offer a possibility for publishing the results of the initial phase of doctoral studies.

Peer-review processes in Management Research (3 CP)

In order to increase the probability of being successful in submitting scientific studies to peer-reviewed national and international conferences and journals that play an important role wrt scholarly careers as well as wrt completion of the PhD in Management, it is necessary to fundamentally understand the review process and its mechanisms. At the same time, we want to expand and strengthen the international research network of UniBz and especially of management research by commissioning external colleagues which are editors or review board members of top management journals (FT 50 or "A" according to international standards).

Quantitative methods for conducting rigorous and relevant management research (6 CP)

The mastery of quantitative survey and evaluation methods has become the most important success factors in the management sciences with regard to submitting research studies to renowned peer-reviewed journals. This course reflects requirements, methods and procedures predominantly used in field of management research. Building on the basic statistics and econometrics course, the necessary knowledge is to be imparted by means of applying cases (e.g., survey design, item qualification, modeling, evaluation). Ideally, the cases used are related to the research goals of the participating students. If possible, PhD students and their supervisors should be supported in the selection of individual training components regarding specific methods.

Qualitative methods for conducting rigorous and relevant management research (3 CP)

Of great importance for successful completion of the PhD program in Management is the mastery of advanced qualitative research methods. In this course, basic knowledge of qualitative research methods specifically in the field of social sciences, is taught. In order to gain scientific knowledge, qualitative methods are necessary in addition to quantitative ones. As to avoid purely subjective or arbitrary results, rigid procedures of qualitative social research have been developed. Based on the theory of qualitative thinking, general approaches and distinct methods of qualitative analysis (e.g., interviews, group discussions) as well as their evaluation and presentation in scientific papers are presented and discussed. If possible, PhD students and their supervisors should be supported in the selection of individual training components regarding specific methods.

Sustainability and Digitalization in Management (6 CP)

Sustainability and digitalization as essential and entwined mega-trends form the core content of the PhD program in Management. For this reason, this lecture series –ideally supported by the internal members of the Collegio and supplemented by guest lectures from international scientists, experts, politicians and executives of private companies and public administration organizations– will highlight current problems, trends, and research results from different perspectives.

Individual education according to agreement with the PhD Supervisors of the PHD Program in Management (20 CP)

Individualized learning modules (20 CP)

The dilemma of an increasing specialization of management research in combination with the broad research directions of the participating UniBz scholars and limited teaching resources can only be solved if the highly specialized knowledge for the individual PhD candidate (e.g., regarding Sustainable Accounting, Emission Trading Systems, Virtual Teams, Industry 4.0, Artificial Intelligence, Virtual Reality) 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.

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-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-internal Research Seminars (15 CP)

UniBz-internal Research Seminars (15 CP)

UniBz, and especially the Faculty of Economics and Management, fosters exchange with the international research community by inviting students to various research seminar series. Active attendance of at least 10 research seminars per academic year (excluding the 4th academic year) is obligatory and is used as a decision criterion –among others– in the evaluation of the research progress and admission to the respective following academic year. Active participation includes participation in 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). Under these conditions, research seminars of the PhD program in Economics and Finance or those at cooperating universities can also be chosen.

Supervision concept and research orientation:

The Faculty of Economics and Management has an international orientation and offers 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 PhD program in Management can work with and learn from leading researchers in these research fields from the outset. At the same time, they may take advantage of the more economic and methodologically quantitative teaching and research offered by the sister PhD in Economics and Finance. 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 doctoral 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, i.e., once the maximum limit adopted by the program committee has been reached, a supervisor can no longer supervise any new candidates (explicitly taking into account supervisor roles in other doctoral studies).

It is therefore essential that applicants find out at an early stage and before a possible application whether the preferred supervisor is available.

In addition to attracting highly talented, well-trained professionals and researchers in the field of management and sustainability to South Tyrol and Italy, which is already a value in itself that should not be underestimated, the integration of doctoral students in the business research clusters of the Faculty also gives rise to expectations of concrete and transferable results for the region, public administration and the South Tyrolean economy.

Graduates of the PhD program in Management acquire a solid theoretical and methodological knowledge toolkit which, combined with the simultaneous teaching of specialized knowledge and research concepts, enables them to produce internationally recognized research results (publications in high-ranking journals). Special attention is paid to encouraging interdisciplinary research, to addressing research questions with real-world relevance and to developing the necessary ability to think outside traditional categories and to master different methodological approaches. This is particularly taken into account by the teaching program as well as the interdisciplinary composition of the PhD program committee, the *Collegio*.

Research orientation of the Faculty of Economics and Management:

Research at the Faculty of Economics and Management 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 PhD program committee includes five 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, located in the Euroregion Tyrol-South Tyrol-Trentino, offers 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 the main economic and management theories, which will be further developed and applied by PhD-students during their research activities.

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Benefits of the PhD program for external stakeholders:

The PhD course has the potential to attract high quality lecturers and researchers to South Tyrol and Italy, which gives the program added value. Thanks to the involvement of doctoral students in the Faculty's research macro-areas, concrete results are expected that can be transferred to the regional level, the public administration and the South Tyrolean economy.

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Admission procedure and requirements:

Candidates who are about to complete their studies but do not yet hold a Master's degree (120 ECTS) or an equivalent foreign title can be provisionally admitted to the selection process. However, they must match 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 process takes place. If this is clearly impossible, the candidate will be excluded from the admission process.

The selection committee may establish evaluation sub-criteria until the expiry date of the call. However, these sub-criteria must be submitted before the central PhD Office provides the selection committee with the list of candidates admitted to the selection procedure.

The selection relies on the evaluation of qualifications and exams.

The selection committee can assign up to a maximum of 100 points.

The selection is open to candidates who meet the following requirements:

- a) Master's degree 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) or equivalent qualification with a final mark of at least 92/110 in the Italian grading system. For the conversion of foreign grades, the selection committee will adopt the following formula:

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

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 25/30 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 (<92/110) but have published a scientific article in a reputable journal (sjr > 1.0) 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.

- b) Necessary language skills:

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 have been 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 take into account the availability of supervisors in the proposed research area. A simultaneous application in the parallel PhD program in Economics and Finance certainly does not indicate a specific research interest. Should the formal criteria, especially the volume limit, not be respected, the applicant will be excluded from the procedure.
- 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 with regard to the PhD program.

SELECTION PROCEDURE

The selection procedure takes place in two stages:

Stage 1: Evaluation of the candidates' scientific qualification and suitability on the basis of 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) is classified in the range from 3 to 5 points and multiplied by the quality of the university(s) or faculty/business school(s) (using recognized international ranking systems) issuing the diplomas (max. 4 points; total max. 20 points).
- b) **Content proximity/affinity of previous education** and qualifications to the subject content of the PhD-program in Management, i.e., scientific proximity (total max. 25 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. 2.5 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 a 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 digital notice board and on the website of the Free University of Bozen-Bolzano **within August 5th, 2022**.

Selection committee

The selection committee consists of the following members:

Prof. Michael Nippa (Head), Prof. Marjaana Gunkel, Prof. Linda Osti, Prof. Paolo Perego, Prof. Günter Schamel, Prof. Serena Volo.

Substitute member: Prof. Ivo De Gennaro

For the applications received, which relate specifically to the scholarship / position financed by Raiffeisenverband Südtirol – Raiffeisen Mutualitätsfonds AG (RMF), Dr. Peter Agstner and Dr. Maddalena Bonamini are included as additional members with an advisory vote.

Examination/interview dates:

Description	Date	'Location'
Interviews preferably in person and only in justified individual cases online	18 th or 19 th July 2022 (no exceptions)	Room E 410, Piazza Università/Universitätsplatz 1, 39100 Bolzano/Bozen or Microsoft TEAMS

Intake and grants:

Intake with grants from the University:	4
Intake with other grants	1
Intake with no grant:	1
Maximum intake overall	6

* Scholarship with fixed topic:

Topic	Number	External Funding institution
"Mutual promotion ("mutualità") in the world of cooperative lending: effects of different governance models on customer relations as well as on the economic development of the economic area under study" requiring language proficiency in English, German and Italian at least at C1 level	1	Raiffeisenverband Südtirol – Raiffeisen Mutualitätsfonds AG (RMF)

EXTERNALLY FUNDED SCHOLARSHIP *

In case of applying for this externally funded scholarship, the candidate needs to explicitly express his/her interest and needs to submit a topic-specific research statement (see above). It should be noted that conducting this research requires language proficiency in English, German, and Italian. A separate ranking can be provided for this scholarship.

However, only candidates who meet the general admission criteria for the PhD Program in Management in the selection process can be ranked.