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:	2023/2024
Start date:	November 1st, 2023
Official language:	English

Description of the PhD Program:

The PhD program in Management established and provided by the Free University of Bozen-Bolzano and University of Trento is inspired by the principles of responsible management education and research. Our program aims at the development of theoretical and applied research in business and management sciences through the acquisition of specialized competencies. The main research themes focus on behaviors and decision-making in organizations, entrepreneurship, family business and innovation, organization design and human resource management, strategy and knowledge management, accounting and accountability. The program proposes and stimulates the adoption and application of advanced theoretical and methodological approaches.

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

Doctoral students will have the opportunity to work with and learn from reputed management scholars. They will be specifically guided to conduct research and publish independently and as part of a research team. The goal is to conduct solid and relevant research that advances theoretical, empirical, and conceptual knowledge, and supports private and public organizations in solving important problems and grand challenges. The overall concept ensures the high quality and relevance of research results necessary for successful completion, enhances subsequent career opportunities and contributes to the responsible development of the economy, public administration, and society. In particular, this can support the further development of the autonomous provinces of Trento and Bolzano, and the Euregio Tirol-Südtirol-Trentino. Inclusion of the program in the School of Social Sciences at the University of Trento offers additional opportunities for synergies in learning and formative activities in support of the interdisciplinary approach of the program through collaboration with other programs such as the joint PhD in Economics and Finance (UniBz and UniTn) as well as other PhD programs at both partnering universities.

Educational objectives

The goals of the joint PhD program in Management include:

- to produce well-trained scholars with deep knowledge and understanding of management theory and practices;
- to advance the field of management through original research and publication;
- to provide students with the skills necessary to pursue careers in academia, research institutions, or industry;
- to develop critical thinking and analytical skills that can be applied to real-world problems in the field of management;
- to foster an understanding of ethical, social, and global issues in management;

- to prepare students for successful careers as teachers and researchers as well as
- to create a supportive, inclusive, and collaborative learning environment for students, encouraging intellectual growth and personal development.

The PhD program provides both professional competencies, in particular analytical, conceptual, and methodological, as well as the social abilities and meta-competencies to fulfil employment opportunities that concern scientific and applied research in the academic and extra-academic fields, both public and private, with positions of support to the management and strategic bodies of companies operating on national and international markets or international and inter-governmental organizations.

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

Program structure:

Basic statistics and regressions (*Introductory pre-course*)

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

A. Seminar-like lectures at UniBz or UniTn *(mandatory, mainly 1st year)*   **in total: 32 CPs**

Philosophy of Science (3 CPs)

Applied and Advanced Quantitative Analysis in Management (6 CPs)

Conducting Bibliometric and Systematic Literature Reviews (3 CPs)

Conducting Survey-based Research (3 CPs)

Case Study Research (3 CPs)

Text Mining and Analysis (2 CP)

Managerial Decision-making (6 CPs)

Fundamentals of Economic and Management Theories (4 CPs)

Research Topics in Social Sciences (2 CPs)

B. Specialized, individual learning modules upon recommendation and approval by the PhD Supervisor (in total: 30 CPs)

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

C. Mandatory attendance of UniBz/UniTn-internal Research Seminars   in total: 18 CPs

The PhD students must participate in eight research seminars / year run by the two faculties in the first three years of study (total: 3x8 = 24 = 12 CPs). In total, three times they individually take on an active role, in which they act as a discussant after the speaker's presentation as well as summarize the presentation on a maximum of two pages (3x2 CPs = 6 CPs).

D. Participation to academic conferences and workshops (end of 2nd and 3rd year and before handing in dissertation)   **in total: 50 CPs**

Co-authored full / working papers accepted for renowned peer-reviewed international conference (up to 25 CPs each, mandatory)
Co-authored full / working papers accepted for peer-reviewed national conference (up to 10 CPs each, free choice)
Active participation (i.e., accepted paper / abstract submission) in other workshops/conferences (up to 5 CPs each, free choice)
It has to be noted that submitting the same paper to more than one conference does not count multiple times.
PhD supervisors assist students in defining and selecting these types of activities with reference to the particular research objectives and questions and evaluate their success on an annual basis.

E. Annual Progress Reports and Presentations *(necessary requirement)*   **in total: 30 CPs**

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

Research Proposal (end of 1st year) (10 CPs)
Progress Report and Working Paper (end of 2nd year) (10 CPs)
Progress Report and Working Paper (end of 3rd year) (10 CPs)

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

F. Secondment at other Research Institutions (mandatory, ideally in the 2nd and/or 3rd year) **5 CPs per month in total: 20 CPs**

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

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

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

Program timeline:

1st year

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

The first year primarily serves to impart knowledge within the framework of general and specialized courses. 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 24 out of 32 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(s) 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 submitting and presenting their work to the research community (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 both Faculties.

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

3rd year

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

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

Like 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 both Faculties.

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 supervisor(s) and the Collegio.

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

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

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

PhD Teaching activities:

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

Basic Statistics and Regressions (Introductory pre-course which is organized before starting the PhD)

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

Philosophy of Science

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

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

Applied and Advanced Quantitative Analysis in Management

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

Conducting Bibliometric and Systematic Literature Reviews

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

Conducting Survey-based Research

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

Case Study Research

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

Text Mining and Analysis

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

Students will learn how to use text mining tools and software to extract information from unstructured text data, and how to visualize and interpret the results of text mining analyses. Topics include text pre-processing, bag of words

representations, topic modeling, and sentiment analysis. This course is ideal for students who are interested in the analysis of large text datasets and who wish to develop skills in text mining and analysis. Students will gain hands-on experience in using text mining tools and software and will learn how to apply text mining techniques to real-world data.

Managerial Decision-making

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

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

Fundamentals of Economic and Management Theories

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

Research Topics in Social Sciences

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

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

Individualized learning modules

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

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

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

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

The Faculties of Economics and Management at UniBz and UniTn foster exchange with the international research community by inviting students to various research seminar series. Active attendance of at least 8 research seminars per 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. Each year the student has to provide one active participation which 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). Taking the approved or certified role as a discussant in a conference or workshop is recognized.

Supervision concept and research orientation:

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

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

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

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

In addition to attracting highly talented, well-trained professionals and researchers in the field of management and sustainability to South Tyrol, Trentino, 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 of Economics and Management of the partner universities also gives rise to expectations of concrete and transferable results for the region, public administration and the South Tyrolean and Trentino economies.

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 Collegio.

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

Research orientation of both Faculties:

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

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

Additionally, the Collegio includes eight external members from international institutions, who have numerous publications in renowned scientific journals, an extensive scientific network and experience, from which doctoral students can benefit on request.

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

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

Benefits of the PhD program for external stakeholders:

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

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 relies on the evaluation of qualifications and exams.

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

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

1)

a) an Italian "Laurea Magistrale" (Master's degree) or degree issued in accordance with the regulations in force prior to Ministerial Decree no. 509 of 3 Novemb er 1999, amended by Ministerial Decree no. 270 of 22 October 2004, in the indicated degree classes (LM-18, LM-31, LM-47, LM-49, LM-50, LM-51, LM52, LM-55, LM-59, LM-63, LM-66, LM-69, LM-75, LM-76, LM-77, LM-91, LMG-01) with a minimum final grade of 95/110 or

b) an equivalent qualification (Master's degree) obtained abroad at an officially recognized academic higher education institution. The degree must be equivalent to the Italian "Laurea Magistrale" (Master's degree), in terms of duration, level and subject area, and must allow the access to an academic course equivalent to the PhD in the country/higher education system of provenance with a final mark of at least ECTS "C" or GPA 3.0 out of 5.0.

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

$$Voto = \frac{V-Vmin}{Vmax - Vmin} * (lmax-lmin) + lmin$$

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

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

Applicants who have only a satisfactory degree (<95/110) but have published a scientific article in a reputable peer-reviewed journal in the last four years or who have a proven record of being in the review process of such a journal may be admitted to the selection process if the selection committee approves it unanimously.

2)

the necessary language skills as follows:

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

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

a) **Master degree certificate/exam transcript** with grade point average: in the case of a master's degree awarded at an Italian university, certificates **need to** be replaced by a **self-declaration** or diploma supplement.

b) **Language certificate** for English: if certificates were issued by Italian public institutions, a self-declaration must be uploaded in the portal. If certificates were issued by foreign public institutions, a scanned copy of the original certificate must be uploaded in the portal.

c) **Curriculum vitae**

d) Two recent **letters of reference** from current or former professors, supervisors of theses or co-authors of articles published in peer-reviewed management journals, which 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 consider the availability of supervisors in the proposed research area. Should the formal criteria, especially the volume limit, not be respected, the applicant will be excluded from the procedure.

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

SELECTION PROCEDURE

The selection procedure takes place in two stages:

Stage 1: Evaluation of the candidates' scientific qualification and suitability 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) in combination with the quality of the issuing university(ies) or faculty/business school(s) by using recognized international ranking systems (total max. 20 points).

b) **Content proximity/affinity of previous education** and qualifications to the subject content of the 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 the threshold of **35 points** (out of 55 points) regarding the evaluation of criteria a) to d) are **declared ineligible** at this stage and their research statement is not evaluated.

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

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

Stage 2: Personal interview (max 30 points)

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

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

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

Results

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

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

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

The ranking of the winners will be published on the digital notice board and on the website of the Free University of Bozen-Bolzano **within September 28, 2023.**

Selection committee

The selection committee consists of the following members of both faculties:
Prof. Michael Nippa (Head), Christoph Stöckmann (member), Prof. Enrico Zaninotto (member), Prof. Ericka Costa (member), Prof. Marco Zamarian (member), Prof. Marjaana Gunkel (member with advisory voting right).
Substitute members: Prof. Ivo De Gennaro and Prof. Fabio Zona

Examination/interview dates:

Description	Date	'Location'
Interviews are conducted online	**18th of September 2023** (No exceptions)	Microsoft TEAMS

Intake and grants:

Intake with grants from the University:	**2**
Intake with other grants	**0**
Intake with no grant:	**1**
Maximum intake overall	**3**