

In September 2013 The Accounting Department posted a call for an Assistant Professor position. The deadline for the application was fixed on January 15, 2014.

Candidates should hold (or close to have completed) a PhD degree with focus on Accounting and were expected to demonstrate a potential for, or history of, outstanding research and strong teaching skills.

The Junior Recruiting Committee was composed by Prof. Sergio Beretta (Chair), Prof. Stanley Baiman, Prof. Sasson Bar-Yosef, Prof. Mauro Bini, Prof. Angelo Ditillo, Prof. Annalisa Prencipe.

The Junior Recruiting Committee met 5 times (on November 21, 2013; December 19, 2013; January 17, 2014; February 25, 2014; March 20, 2014), also adopting information and phone conference technologies, in order to evaluate the applications received and the results of the fly out seminars.

39 candidates applied for the position. 18 Candidates were interviewed, partly in person at the Miami Rookie Camp (December 6-8, 2013), partly via skype call.

The evaluation process followed several steps.

The members of the Junior Recruiting Committee first made individual evaluation of each candidate's dossier.

The following candidates were desk rejected as not having completed (or close to completion) a PhD with focus on Accounting :

**OMISSIS**

For the remaining candidates, individual evaluations by each of the member of the Committee were compared and discussed during meetings held on November 21, 2013; December 19, 2013 and January 17, 2014.

After discussion of each candidate's documentation, the following candidates were considered by the Committee as not demonstrating adequate potential for outstanding research and/or sound teaching skills:

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In conclusion the following candidates were shortlisted for invitation to give a fly out seminar :

**OMISSIS**

The judgements expressed by the Committee on each candidate after the fly out seminar are as follows :

**OMISSIS**

On the basis of the above conclusions, the Junior Recruiting Committee asked the Head of Department to advance to the Pro-Rector at the Faculty a request for an offer to **OMISSIS** for a position of Assistant Professor. An offer was made to Professor **OMISSIS** on Feb 28, 2014. Subsequently Prof **OMISSIS** informed that he had received and accepted another offer.

As no other examined candidate reflects the expectations and needs of the Accounting Department, the Committee decides to conclude this evaluation round with a request to close the call without filling the position.

Prof. Sergio Beretta

(on behalf of the Junior Recruiting Committee)

Milano - March 20, 2014