

Final Report of Assistant Professor Call

Department: Accounting

Application deadline: 15 January 2015

Hiring committee: Miles Gietzmann (chair), Annalisa Prencipe, Angelo Ditillo, Ariela Caglio, Angela Pettinicchio and Mara Cameran.

Number of valid applications: 32

Number of invited flyouts: 8

Recommended Action: Call to be closed with no positions filled.

Summary: During the autumn of 2014 the Department posted a call for 2 assistant professors, with an application deadline fixed for 15 January 2015. We received 32 valid applications. Applications were from two sources. Source (1) were PhD students near completion attending the annual Miami PhD Rookie camp. Source (2) were applicants predominantly from other Italian universities that wished to apply for one of the Assistant Professor open application positions.

Consistent with the University and Departmental recruitment strategy at the Assistant Professor level we targeted applicants who had in our view good prospects of publishing in top international accounting journals. We also considered teaching and administrative capabilities as well as collegiality but gave most weight to international research potential.

Reporting on the two sources:

(1) Miami Rookie camp

8 applicants were interviewed for fly outs, 4 of which were attending European universities and 4 of which were attending North American universities.

Of the 8 fly out candidates 2 (OMISSIS) withdrew their applications and did not present a job market paper at Bocconi because they had accepted positions at other Universities.

Of the 6 presentations the recruitment committee adjudged that two presentations (OMISSIS) did not show sufficient promise to recommend consideration of an offer.

Of the remaining 4 candidates that presented, 2 (OMISSIS) had recently received (but not accepted) competing offers before they presented at Bocconi and subsequently informed us informally that they did not wish to proceed.

The two remaining candidates (OMISSIS) each had a full day of interviews and a presentation of their research. One of the candidates already had a publication in a leading A ranked international Accounting journal and the other presented some very innovative and interesting research ideas. The recruitment committee unanimously requested the Dean of the Faculty to proceed with a formal offer of positions. The Dean of the Faculty sent formal offers to the two candidates. After some time they decided to decline as they accepted positions at a North American University.

(2) Open applications excluding Miami Rookie camp

All applications from this source were sent to subject experts (on the hiring committee) for initial screening. Again exactly the same as for (1) the focus was upon research potential. Of these applicants only 2 (OMISSIS) were deemed to have sufficient research potential by the subject experts. The files were presented to the full committee to discuss their cases. At the meeting of the full committee it was decided that neither of the applicants from this source had sufficient potential to publish in top international Accounting journals and so no request for a fly-out was issued.

In conclusion the call for Assistant Professorships in Accounting was closed without any position being filled. We anticipate attending the Miami Rookie camp again and making another open application for Assistant Professor positions in Autumn 2015.

Signed on behalf of the Accounting Assistant Professorship Recruitment Committee University of Bocconi.

Miles Gietzmann
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