



## Final Report of Assistant Professor Call protocol n.29286

**Department:** ACCOUNTING

**Application deadline:** December 11th, 2020

**Junior Hiring committee:** Ariela Caglio, Angelo Ditillo, Annita Florou, Miles Gietzmann, Antonio Marra, Peter Pope

**Total applications:** 85

**Valid applications:** 84

**Number of flyouts:** 10

**Recommended Action:** Call to be closed with 2 positions filled

Final Report – Milan, 3 February 2021 (by the committee coordinator, Head of Department prof. Peter Pope)

**Summary:** The Committee scrutinized all 84 valid application received (full list of candidate below: *“Full List of Candidates evaluated”*) for the two positions as Assistant Professor. A preliminary selection was made on the basis of the CV and additional materials provided by the candidates in order to assess the fulfilment of the formal conditions for application. In a second stage, candidates were selected according to their research output and more broadly “potential”. This step was necessary in order to assess the probability of a successful tenure track given the present tenure requirements at Bocconi (as per the job opening: *“applicants should have a trajectory that suggests a tenurable research record is likely”*).

The department participated in the virtual European Madrid Talent Workshop and the virtual American Accounting Association Rookie Camp, interviewing 29 candidates, (of which 17 from the Talent workshop and eight from the Rookie camp). 32 applicants applied to only the Bocconi system, and of these we interviewed four.

The result of this process was the choice of 12 candidates to be invited for a flyout. After contacting the identified candidates ten fly-outs were set up (detailed comments on each candidate reported below: *“Fly-out Candidates Evaluation”*) - two other candidates notified us that they had already accepted offers from other institutions.

During the fly-out period the Committee met regularly to assess the candidates and their continuing availability as candidates received and accepted offers from other universities. After careful assessment and extensive discussion the Committee agreed unanimously that three candidates are appointable based on their curriculum vitae, research and teaching profiles, interviews and presentations: Carlo D'Augusta, Tim Martens and Lynn Wang.

However, since only two positions were opened, the Committee ranked candidates on the basis of their research interests and their ability to reinforce existing research interests in financial and non-financial disclosure, real effects, ESG and integrated reporting. On this basis, the Committee unanimously agreed to rank highest and extend offers to Lynn Wang and Tim Martens. Both candidates accepted the job offers. The committee emphasizes that it considers Carlo D'Augusta's profile is also very impressive and deemed suitable for appointment.

The call is closed with the positions filled by: Tim Martens and Lynn Wang.

Sincerely,

A handwritten signature in blue ink, appearing to read "Peter F. Pope", is written over a light blue rectangular stamp. The signature is fluid and cursive.

Prof. Peter F. Pope (Chair of Junior Hiring Committee)

***Fly-out Candidates Evaluations.***

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**Carlo D'Augusta:** is currently an Assistant Professor at Middle Tennessee State University and was previously Assistant Professor at Georgia State University. He got his Ph.D. in 2012. His job market paper is on “Does market sentiment affect investor information processing? Evidence from the credibility of management forecasts”. He published six articles at the following journals: *Contemporary Accounting Research*, *The Accounting Review*, *Journal of Accounting, Auditing &*

*Finance, The International Journal of Accounting, Review of Accounting and Finance, European Accounting Review.* Moreover, he has three working papers. His teaching preferences fall in the area of Financial Accounting and Financial Statement Analysis.

After his flyout and one-to-one interview the committee evaluated the candidate profile as excellent.

**Tim Martens:** is currently a lecturer of Accounting at Cass Business School and at University of London since 2019. He got his Ph.D. from University of Mannheim. His job market paper is titled “The Disclosure Function of the U.S. Patent System: Evidence from the PTDL Program and Extreme Snowfall”. He has two completed working papers, one of those papers is at the second round review (Revised and Resubmit) at *Review of Accounting Studies* and the other is conditionally accepted at the *Journal of Accounting Research*. His teaching preferences fall in the area of Management Accounting.

After his flyout and one-to-one interview the committee evaluated the candidate profile as excellent.

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**Lynn Wang:** is currently a Ph.D. candidate at Hong Kong University of Science and

Technology and spent a visiting period at University of Michigan. Her job market paper is titled “Spillover Effects of CSR Disclosure Regulations across Lending Relationships”. She has four completed working papers, one of those is at second round review (R&R) and another at first round review at *The Accounting Review*. Her teaching preferences fall in the area of Principles of Accounting and Financial Accounting.

After her flyout and one-to-one interview the committee evaluated the candidate profile as excellent.

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**Full List of Candidates evaluated**

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