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UNIVERSITY REGULATION GOVERNING THE SELECTION AND APPOINTMENT OF FULL AND ASSOCIATE PROFESSORS

Art. 1– Scope of application

This Regulation governs, pursuant to Articles 7 (paragraphs 5-bis and 5-ter), 18 and 24 of Law No. 240/2010 and Art. 1, paragraph 9 of Law No. 230/2005, the procedures for the appointment of full and associate professors, in compliance with the European Charter for Researchers and the Code of Ethics and Conduct of Ca' Foscari University of Venice.

Art. 2 - Allocation of positions

1. The Departments or the Rector, after consulting the Departments, within the limits of the three-year staffing plan, and in line with the resources assigned and the procedures defined, shall request the Board of Governors, subject to the opinion of the Academic Senate, to appoint full and associate professors , also on the basis of the proposals formulated by the Interdepartmental Schools, which may also propose the appointment of full and associate professors in academic disciplines relevant for the courses they coordinate.
2. The requests referred to in paragraph 1, approved by the Department Board, shall indicate one of the following appointment procedures:
 - a. appointment following a competitive procedure pursuant to Art. 18, par. 1 of Law No. 240/2010;
 - a-bis. appointment following a competitive procedure pursuant to Art. 18, paragraph 4 of Law No. 240/2010, reserved for those who have not served in the last three years as full professors, associate professors, researchers with an open-ended contract, researchers with a fixed-term contract as per Article 24, paragraph 3, letters a) and b), or who have not been holders of research grants or have enrolled in university courses at Ca' Foscari University.
 - a-ter. appointment of full professors following a competitive procedure pursuant to Art. 18, paragraph 4-ter, reserved for scholars in possession of the qualification for the academic discipline relevant to the procedure, and who are not full professors already in service;
 - b. appointment following the outcome of the evaluation procedure pursuant to and according to the procedures provided for by Art. 24, par. 5 and 5 bis ¹of Law No. 240/2010 in its wording prior to the entry into force of Law No.79² of 29 June 2022;
 - c. appointment following the outcome of the competitive procedure pursuant to and in the manner provided for by Art. 24, par. 6 of Law No. 240/2010: in this case, the resolution of the Department Board shall adequately justify the choice;
 - d. direct appointment or appointment for undisputed good repute according to the procedures governed by Art. 1 paragraph 9 of Law 230/2005.
 - e. appointment following the competitive mobility procedure pursuant to Art. 7, paragraphs 5-bis and 5-ter of Law No. 240/2010.
3. The Department's resolution, duly motivated, shall contain:
 - a. number of vacant positions;
 - b. type of vacant position;
 - c. workplace;
 - d. academic recruitment field requested in the call;

¹ "5-bis. As introduced by DEGREE-LAW No. 76 of 16 July 2020, converted with amendments by Law No. 120 of 11 September 2020 (in Ordinary Supplement No. 33 to the Italian Official Gazette No. 228 of 14 September 2020) "The University, should it have the necessary resources in its staffing plan, within the limits of the recruitment resources available under current legislation for classification in the position of associate professor, has the right to anticipate, after the first year of the contract referred to in paragraph 3, letter b), the classification referred to in paragraph 5, subject to a positive outcome of the evaluation. In such cases, the assessment also includes the carrying out of a teaching test within the academic discipline to which the holder of the contract belongs."

² The appointment pursuant to Art. 24, par.5 and 5 bis in its current wording of fixed-term tenure track researchers (RTT) is disciplined in the regulations for the recruitment of RTT researchers.

- e. the possible indication of one or more academic disciplines and specific functions that the professor will have to perform, as well as the type of teaching and scientific commitment in line with the "Regulation for the self-certification and verification of teaching activities and student services of professors and researchers pursuant to article 6 paragraph 7 of Law no. 240/2010";
 - f. the quality standards as well as any additional elements of teaching and scientific qualification provided by the Department and deemed necessary for the vacant position, ensuring in any case that the profile outlined remains adequately broad;
 - g. the procedures for filling the vacant position, in accordance with the provisions of paragraph 2 above.
4. In the case of the comparative procedures referred to in paragraph 2 letters a), a-bis), a-ter), b) and c) of this Article, the following shall also be indicated:
- a. the maximum number of publications required, in accordance with the provisions of the regulations referred to in Art. 16, par. 3, letter b) of Law No.240/10, which in any case may not be less than twelve;
 - b. any assessment of the candidate's language skills, also in view of the multilingual profile of the University and the teaching needs of the courses of study.
5. In the case of the selection procedures referred to in paragraph 2, letter e) of this Article, the following shall also be indicated: the specific teaching, research or third mission needs for the vacant position; the evaluation criteria of the project proposals admitted for evaluation.
6. In the cases provided for in paragraph 2, letters a), a-bis) and a-ter) above, the contents of the oral test reserved for the top three candidates in the qualification evaluation procedure shall also be indicated. The oral test shall be based on the presentation of the candidate's work and/or of the main research results obtained (job talk) to be delivered in Italian or fully or partly in English, in a manner that allows staff of the relevant Department to participate as auditors.
7. The costs deriving from the appointment of professors referred to in these Regulation may be borne fully by other public or private entities, subject to the stipulation of agreements lasting at least fifteen years. Should the sponsor choose to transfer the funds in several instalments, they must sign an adequate bank or insurance guarantee corresponding to the amount not disbursed at the time of signing.
8. As part of the three-year plan, the University shall bind resources corresponding to at least one fifth of the available positions as full professor to the appointment of those who have not served in the last three years, as full professors, researcher with an open-ended contract, researcher with a fixed-term contract as per Article 24, paragraph 3, letters a) and b), or who have not been holders of research grants or have enrolled in university courses at the same university or have been appointed as per Article 7, paragraph 5-bis of Law No. 240/2010.
- As part of the three-year plan, the University shall bind at least one fifth of the resources available for full professor positions to the appointment of scholars in possession of the qualification for the academic recruitment field of the procedure, who are not full professors already in service, pursuant to the provisions of Art. 18, paragraph 4-ter of Law No. 240/2010.
9. Within the limits defined by the three-year plan and by legal and financial constraints, the Board of Governors, after consulting the Academic Senate, shall assign the positions of full and associate professors to the departments, indicating the related appointment procedures.

TITLE 1 - APPOINTMENT THROUGH COMPETITIVE PROCEDURE (ART. 18, LAW NO. 240/2010)

Art. 3 - Competitive procedure

1. The competitive procedure shall be carried out after approval by the Board of Governors and after the issuance of a notice published on the University website and on the websites of the Italian Ministry of University and Research and of the European Union. Said notice shall be published in the Italian Official Journal (Gazzetta Ufficiale).
2. The call shall include:
 - a. the number of vacant positions offered;

- b. the type of vacant position;
- c. the requesting teaching hub;
- d. the workplace
- e. the academic recruitment field for which the position is requested;
- f. the possible profile through the indication of one or more academic disciplines;
- g. the specific functions that the professor will have to perform (type of teaching and scientific activities);
- h. the remuneration and social security treatment proposed;
- i. the deadline and procedures for submitting applications;
- j. the individual requirements for admission to the procedure;
- k. the maximum number of publications required, in accordance with the provisions of the regulations referred to in Art. 16, par. 3, letter b) of Law No. 240/2010, which in any case cannot be less than twelve;
- l. the contents of the oral test, reserved for the first classified in the evaluation of qualifications. The test shall be based on the presentation of the candidate's work and/or of the main research results obtained (job talk) to be delivered in Italian or fully or partly in English, in a manner that allows staff of the relevant Department to participate as auditors. The oral exam may also take place on-line;
- m. the rights and duties of the professor;
- n. any foreign language(s) in which the candidate's skills are to be assessed;
- o. the quality standards recognised internationally for evaluation purposes and indicated in the Department's resolution.

Art. 4 – Candidates

1. Selection procedures are open to:
 - a. Candidates who have obtained the national qualification pursuant to Art. 16 of Law No. 240/2010 for the academic recruitment field for one of the academic recruitment fields included in the same group of academic recruitment fields and for the functions covered by the procedure, or for higher functions provided that they do not already hold the same higher functions;
 - b. Candidates who have obtained eligibility (limited to its duration) for the teaching position indicated in the call, pursuant to Law No. 210/1998;
 - c. Professors already working in other universities in the same position announced in the call;
 - d. Scholars permanently engaged abroad in research or teaching activities at university level holding positions equivalent to those covered by the call, on the basis of the tables of correspondence between Italian and foreign academic positions defined by the Italian Ministry.
2. Those who, at the time of submitting of their application, have a degree of kinship or affinity up to and including the fourth degree with a professor belonging to the Department where the vacant position exists or to the structure issuing the call, or with the Rector, with the General Director or with a member of the University Board of Governors, may not participate in the competitive procedure.

Participation in the competitive procedures referred to in this Title may be reserved, pursuant to Art. 18, paragraph 4 of Law No. 240/2010 to the appointment of those who have not served in the last three years as full professors, associate professors, researchers with an open-ended contract, researchers with a fixed-term contract as per Article 24, paragraph 3, letters a) and b), or who have not been holders of research grants or have enrolled in university courses at the University itself;

Participation in the competitive procedures referred to in this Title for the appointment of full professors may be reserved for candidates in possession of the qualification for the academic recruitment field of the call, with the exclusion of full professors already in service, pursuant to Art. 18, paragraph 4-ter, Law No. 240/2010.

Art. 5 - Evaluation Committee

1. The Committee shall be appointed by the Rector on the proposal of the Department Board requesting that a position be filled.
2. The Committee shall be composed of at least three full professors, or professors holding an equivalent position according to the tables of correspondence defined by the MUR.
3. The members of the Committee shall belong to the academic recruitment field indicated in the call. Failing this, or in case of particular reasons of disciplinary affinity, members shall be selected from among professors belonging to the relevant group of academic recruitment fields or area. Should the Department, in its resolution to fill the vacant position pursuant to Article 2, paragraph 3, indicate one or more academic discipline(s), the members of the Committee shall be appointed exclusively within the discipline(S) indicated.
4. In compliance with the requirements set forth in this Article, a member of the Committee, who may also be internal to the University, shall be proposed by the Department Board that has requested that the position be filled. The member proposed by the Department must possess the scientific qualification required in paragraph 8 below. The remaining members, external to the University, shall be drawn by lot from the lists referred to in paragraph 5 below by the Department in a manner that guarantees the transparency, and impartiality of the public drawing procedure.
5. All eligible members shall be registered in national lists of scholars with a high academic standing at international level. These lists shall be drawn up according to the same procedures adopted for the lists of commissioners for the national scientific qualification referred to in Article 16 of Law No. 240/2010.
6. The selection of Committee members referred to in Paragraph 4 above may also take place after the Department has identified a short-list of at least ten names from among those on the national lists referred to in paragraph 5 above who belong to the relevant recruitment field of the call or, in the absence thereof or in the presence of particular reasons of disciplinary affinity, in the relevant group of academic recruitment fields or area, and/or in the academic discipline(s) selected in the call.
7. Should the specific national lists referred to in paragraph 5 above not exist, the lists of Committee members for the Italian National Scientific Qualification (ASN) prepared by ANVUR shall be used instead. Should the use of these lists be deemed not possible or appropriate, in accordance with paragraph 6 above, members will be selected among full professors with a scientific qualification consistent with the criteria and parameters established for the admission to the aforesaid lists and considering the median values calculated by ANVUR, separately for bibliometric and non-bibliometric sectors. In this case, candidates shall certify that they hold the necessary requirements and provide adequate evidence thereof.
8. Current members of the National Committee responsible for the qualification of full and associate professors may not, however, be members of the Committees referred to in this Regulation. The Evaluation Committee shall be appointed in compliance with the rules on incompatibility and conflict of interest, as well as those provided for in the University's Code of Ethics and Conduct. More specifically, any past or current relationship between members and candidates shall be disclosed in the declarations on the absence of a conflict of interest made by the Committee members.
9. Committee members may remain in office for a maximum of two procedures in each calendar year, considering both the procedures relating to professor positions and those relating to researcher positions. The number of procedures may be extended to a maximum of three for the sectors with a reduced number of professors.
10. The Committee shall appoint one of its members as Chairperson and one as Secretary in charge of drafting the minutes.
11. The Committees shall carry out their work in the presence of all their members and make their decisions by an absolute majority.

12. At all stages of the procedure, the Committees may use IT tools for collective work.

Art. 6- Modalities for performing the procedure

1. The Committee carries out, in a private session, a comparative evaluation based on the scientific publications, curriculum vitae and teaching activity of the candidates. The results of the comparative evaluation and the date of the oral test referred to in paragraph 2 below shall be made public in compliance with the procedures set out in the call for applications at least 7 days before the oral test.
2. The oral test, which may be held on-line, in compliance with the principle of publicity shall be reserved for a minimum of three and a maximum of five candidates, judged to be most deserving following the comparative evaluation procedure referred to in paragraph 1. A lower number of candidates may be allowed only if in the presence of less than three candidates. The evaluation shall be carried out on the basis of criteria previously established by the Committee, in accordance with the internationally recognised quality standards indicated in the call.
3. At the end of the oral test, the Committee shall formulate a final assessment of the admitted candidates, identifying the best candidates and ranking them in descending order of merit, considering the assessment referred to in paragraph 1 and the oral test.
4. The list of suitable candidates referred to in the previous paragraph shall remain valid for one year from the date of approval of the applications, for the purposes of any further calls pursuant to Article 8 below.

Art. 7 - Deadlines for concluding the procedure

1. The Committee shall conclude its work within two months from the date of the appointment, unless otherwise provided. The deadline may be postponed due to proven and exceptional circumstances notified by the Chairman of the Committee. Should the works not be completed within the set deadline, the Rector, with a reasoned decision, shall initiate the procedures for replacing the members deemed responsible for the delay, at the same time establishing a new deadline.
2. The Committee shall produce the minutes of the meetings with individual and collective judgements attached, which shall be sent within 7 days from the conclusion of the work by the President of Committee to the Central Administration, Human Resources Area - the Teaching Staff Office, for the assessment of the acts and the approval of the minutes by means of a Rector's Decree.
3. Should the Rector find irregularities in the procedure, they shall send the documents to the Committee with a reasoned provision, setting a deadline to make any amendments.
4. Once approved, the minutes shall be sent to the Director of the Department responsible for the appointment proposal. The acts shall be published on the University website.

Art. 8 - Appointment of the selected candidate

1. At the end of the procedure referred to in the previous articles, within thirty days from the approval of the acts, the Department Board shall propose to the Board of Governors, which shall resolve within thirty days, the appointment of the best candidate, or in the case of a call for several positions, of the best candidates, evaluated on a comparative basis among those identified as eligible according to the order of merit. The resolution shall be adopted by an absolute majority of the professors entitled to vote (full professors for the appointment of full professors, and full and associate professors for the appointment of associate professors).
2. Should the total number of non-favourable votes, including opposing and abstaining votes, to the appointment of the best candidate prevail and be at least equal to the absolute majority of the professors entitled to vote, the appointment proposal shall be rejected and the minutes, which must give adequate reasons, shall be sent to the Board of Directors

for the conclusion of the procedure.

3. In the event of a resolution contrary to the appointment pursuant to paragraph 2 above, the Department may not propose the appointment of any other suitable candidate belonging to the same competitive selection procedure, and the resources originally allocated to fill the position in question shall be re-allocated to the University.
4. Should the Department Board fail to reach the majority of votes in favour or against the appointment pursuant to paragraphs 1 and 2 above within the deadline indicated in paragraph 1 above, the Department, in the two years following the approval of the acts, may not be able to request coverage for the same academic discipline or recruitment field if the academic discipline is not provided for in the call for which the procedure was carried out. The resources originally allocated shall be re-allocated to the University.
5. The Department Board, for justified reasons, may request the extension of the terms provided for in paragraph 1, up to a maximum of 30 additional days. The request shall be granted or rejected by decree of the Rector.
6. Should the candidate referred to in paragraph 1 not accept or fail to accept the position, the Department shall submit to the Board of Governors the proposal to appoint the second ranking candidate, evaluated on a comparative basis, among those identified as eligible by the Committee within one month and subject to compliance with the legal constraints on recruitment and compatibility with financial resources.
7. Without prejudice to the provisions of paragraphs 3 and 4 of this Article, within a maximum period of one year from the date of approval of the acts, in the presence of justified additional educational and scientific needs, the Department may propose to the Board of Governors the appointment of additional candidates to be employed in order of merit, provided the availability of the relevant financial coverage.

TITLE 2 - APPOINTMENT FOLLOWING THE OUTCOME OF THE EVALUATION PROCEDURE (ART. 24, PARAGRAPH 5 OF LAW NO. 240/2010 IN ITS WORDING PRIOR TO THE ENTRY INTO FORCE OF LAW NO. 79/2022)³

Art. 9 -Modalities for performing the procedure pursuant to Art. 24, paragraph 5 of Law No. 240/10

1. Following appointment approved by the Board of Governors pursuant to Art. 2 of this Regulation, a Rector's Decree shall start the evaluation procedure pursuant to Art. 24, paragraph 5 of Law No.240/2010, for the purposes of recruiting the researcher holding a contract pursuant to Art. 24, par. 3 letter b) of Law No.240/2010 and in possession of the national scientific qualification pursuant to Art. 16 of Law No.240/2010, as associate professor.
2. The evaluation of teaching, supplementary teaching and student service activities as well as the research activities carried out by the researcher under the contract referred to in Art. 24, par. 3, letter b) of Law No.240/2010, shall be carried out by a Committee, appointed and regulated pursuant to Art. 5 and Art. 7 of this Regulation.
3. The Committee shall complete its work within one month from the date of its appointment.
4. For the evaluation, the Committee shall adopt the reference scheme contained in Annex 1 to this Regulation, which identifies the internationally recognised quality standards for the evaluation, in line with the criteria set out in the relevant Ministerial Decree No. 344 of 4 August 2011.
5. The evaluation shall be usually performed during the third year of the contract concluded pursuant to Art. 24, par. 3, letter b) of Law No. 240/10.

5-bis Within the limits of the available planning and recruitment resources, the University may bring forward the procedure referred to in paragraph 1 to the end of the first year, in compliance with the provisions of this Article. This measure shall be requested by the Department Board, on the basis of proven educational, scientific or organisational needs, with a resolution to be taken when planning the staff needs

³ The appointment following the outcome of the competitive procedure (Art. 24, paragraph 5 of Law No. 240/2010) in its wording subsequent to the entry into force of Law No. 79/2022 is governed by the University Regulation for the appointment of fixed-term researchers in Tenure Track (RTT).

and in line with the resources allocated, considering the needs of the different academic disciplines. In such cases, the assessment referred to in paragraph 2 must also include a teaching test about the topics of the specific academic discipline. The decree initiating the procedure shall establish the procedures and the contents of the test, according to the indications of the Departments. The test shall last 45 minutes. The Committee shall inform the candidate of the date of the test and the relevant procedures at least 7 days in advance. The evaluation criteria of the test and their relevance shall be included in the reference scheme reported in Annex 1-bis to this Regulation. The test may also be taken on-line, guaranteeing in all cases its public access.

6. The start of the evaluation procedure shall be notified by publishing the Rector's Decree referred to in paragraph 1 on the University website for at least 15 days.
7. The Committee may award up to a maximum of 100 points for the evaluation, of which 30 points for the evaluation of teaching, 60 points for the evaluation of the research activity and 10 points for the evaluation of the organisational tasks related to teaching and research activities. The evaluation shall be considered positive when the researcher obtains at least half of the maximum points attributable to the evaluation of the research activity and an overall evaluation equal or greater than 70/100.
8. At the end of the evaluation, the Committee shall draw up a detailed report providing all useful information to support the appointment proposal.

Art. 10 -Appointment of the candidate

1. In the event of a positive evaluation, in accordance with the provisions of Article 9 above, the Department shall propose to the Board of Governors, within 30 days, the appointment of the associate professors holding the contract. The proposal resolution shall be passed by the Department Board with the favourable vote of the absolute majority of full and associate professors entitled to vote. The provisions of Art. 8 shall only apply to the procedures for the adoption of the resolution
2. The appointment shall be approved by the Board of Governors, within the limits of available resources.

TITLE 3 - APPOINTMENT FOLLOWING THE OUTCOME OF THE EVALUATION PROCEDURE (ART. 24, PARAGRAPH 6 OF LAW NO. 240/2010)

Art. 11 - Modalities for performing the procedure pursuant to Art. 24, paragraph 6 of Law No. 240/10

1. Following appointment approved by the Board of Governors pursuant to Art. 2 of this Regulation, a Rector's Decree shall start the evaluation procedure pursuant to Art. 24, par. 6 of Law No. 240/2010, for the purposes of recruiting as professors (full or associate professor, depending on the position assigned) associate professors and open-ended researchers in service at the University and in possession of a national scientific qualification pursuant to Art. 16 of Law No. 240/2010.

The evaluation shall be carried out by a Committee, appointed and regulated pursuant to Art. 5 and Art. 7 of this Regulation, in accordance with internationally recognised quality standards. For the evaluation, the Committee shall use the reference scheme set out in Annex 1 to this Regulation for the purposes of classifying candidates as associate professors and in Annex 2 for the purpose of classifying candidates as full professors.

2. Notwithstanding the provisions of Art. 7, the Committee shall complete its work within one month from the date of its appointment.
3. The start of the procedure shall be notified by publishing the Rector's Decree referred to in paragraph 1 on the University website for at least 15 days.
4. In the procedures activated for the purpose of identifying associate professors, the Committee may award up to a maximum of 100 points for evaluation purposes, of which 30 points for the evaluation of teaching activity, 60 points for the evaluation of research activity and 10 points for the evaluation of organisational tasks. The evaluation shall be considered positive when the candidate obtains at least half of the maximum points attributable to the evaluation of the research activity and an overall evaluation equal to or greater than 70/100.

5. In the procedures activated for the purpose of identifying full professors, the Committee may award up to a maximum of 100 points for evaluation purposes, of which 20 points for the evaluation of teaching activity, 60 points for the evaluation of research activity and 20 points for the evaluation of organisational tasks. The evaluation shall be considered positive when the candidate obtains at least half of the maximum points attributable to the evaluation of the research activity and an overall evaluation equal to or greater than 70/100.
6. The procedure referred to in this Article may be used up to the time limit specified by law.
7. Up to half of the resources equivalent to those necessary to fill the positions of full professors may be allocated to the procedure referred to in this Article.

Art. 12 - Appointment of the candidate

1. At the end of the procedure, the Department shall propose to the Board of Governors the appointment of the best candidate who has successfully passed the evaluation, or in the case of several candidates, of the best candidates, evaluated on a comparative basis among those positively evaluated. The proposal resolution shall be adopted by the Department Board by an absolute majority of full professors entitled to vote for the appointment of full professors, and of full and associated professors for the appointment of associated professors. The provisions of Art. 8 shall only apply to the procedures for the adoption of the resolution.
2. The appointment shall be approved by the Board of Governors, within the limits of available resources.

TITLE 4 - DIRECT APPOINTMENT AND APPOINTMENT OF SCHOLARS OF UNDISPUTED GOOD REPUTE (PURSUANT TO ARTICLE 1, PARAGRAPH 9 OF LAW NO. 230/2005)

Art. 13 – Recipients of direct appointments

1. The Departments, or the Rector, may request the Board of Governors, which shall resolve after consulting the Academic Senate, the direct appointment of the following subjects:
 - a. Scholars permanently engaged abroad in research or teaching activities at university level for at least three years, who hold an equivalent academic position in foreign universities or research institutions;
 - b. Scholars who have already carried out a period of at least three years of research and teaching in Italian universities by direct appointment authorised by the Italian Ministry of University and Research within the framework of the "brain gain" programme and have achieved scientific results consistent with the position covered by the appointment proposal;
 - c. Scholars who have been awarded in the context of specific high-quality research programmes, identified by decree of the Italian Ministry of University and Research, after consultation with the National Agency for the Evaluation of Universities and Research Institutes and the National University Council, funded by the European Union or the Italian Ministry of University and Research.
2. The Departments or the Rector, in accordance with the procedures set out in paragraph 1, may also request the appointment of full professors by direct appointment of scholars of undisputed good repute.

Art. 14 - Appointment procedure

1. The Department's request, containing the information specified in Art. 2, par. 3 of this Regulation, shall be sent to the Human Resources Area-Teaching Staff Office for the purposes of the preliminary investigation for the resolutions of the Academic Senate and the Board of Governors.
2. The proposal for a specific remuneration class is up to the Rector, after consulting the Department Director, considering years of service, the position held by the appointed person in the previous institute, the teaching-scientific experiences carried out and the scientific contributions provided.

3. The Board of Governors, after consulting the Academic Senate, shall resolve on the proposals for direct appointment, verifying their consistency with the three-year development plans and the University Strategic Plan as well as compliance with the recruitment constraints imposed by current legislation, identifying the proposals to be sent to the Ministry in order to obtain authorisation for the appointment and with a request, where applicable, for co-financing.
4. Once obtained the Ministry's authorisation, the Board of Governors shall resolve on the appointment, determining the starting date of employment and the related salary class in line with the proposal.
5. Candidates who, at the time of submitting their application, have a degree of kinship or affinity up to and including the fourth degree with a professor belonging to the Department requesting the appointment or to the structure issuing the call, or with the Rector, with the General Director or with a member of the University Board of Governors, may not participate in the procedure referred to in this Article.

TITLE 5 - APPOINTMENT OF FULL PROFESSORS AND ASSOCIATE PROFESSORS FOLLOWING THE OUTCOME OF A COMPETITIVE MOBILITY PROCEDURE PURSUANT TO ART. 7 - PARAGRAPHS 5-BIS AND 5-TER - LAW NO. 240/2010

Art. 15 Start of the competitive procedure

1. The competitive procedure for the appointment of full professors or associate professors to be held pursuant to Article 7, paragraphs 5-bis and 5-ter, of Law No. 240/2010, begins, subject to a resolution of the Board of Governors pursuant to Art. 2, by publishing a public notice on the University website for the purpose of collecting expressions of interest for the position covered by the call.
2. The public notice shall specify, for each position:
 - a. the Department to which the selected candidate will belong;
 - b. the type of vacant position;
 - c. the academic recruitment field and the profile through the indication of one or more academic discipline(s);
 - d. the specific teaching, research or third mission needs for the position;
 - e. the characteristics of the project proposal to be submitted by the candidates;
 - f. the procedures for submitting expressions of interest with an indication of the maximum number of publications to be submitted with the project proposal for the purpose of assessing the coherence and consistency of the scientific profile.
 - g. the evaluation criteria of the project proposals admitted for evaluation.
 - h. the methods for convening candidates to the public interview, useful for analysing in depth the contents of the project proposal, the qualifications and the scientific production of the candidates, also in relation to the needs referred to in letter d).

Art. 16 - Procedure for submitting the expression of interest

1. The expression of interest shall be submitted exclusively on-line and shall be accompanied by:
 - the project proposal that the candidate intends to present in relation to the specific teaching, research or third mission needs of the Department
 - the candidate's curriculum vitae
 - the candidate's publications, not exceeding the maximum number indicated in the notice.
2. Candidates shall be granted no less than fifteen days to submit their expressions of interest. The deadline for submitting said interest shall start from the date of publication of the notice on the University website.

Article 17 - Admission Requirements

1. The competitive mobility procedures referred to in this Title are open to:
 - a. Full and associate professors in service, for at least five years before the deadline of the notice referred to in Art. 16, at other universities equivalent to the one of the call; for the appointment of full professors, candidates shall meet the requirements set out in current legislation for aspiring Commissioners for national scientific qualification procedures pursuant to Article 16 of Law No. 240 of 30 December 2010
 - b. scholars permanently engaged abroad in research or teaching activities, who have held for at least five years, accrued before the deadline of the notice referred to in Art. 16, an academic position at foreign universities equivalent to the one offered, on the basis of the tables of correspondence referred to in Ministerial Decree No. 456 of 10 May 2023, and subsequent updates;
 - c. research managers and first researchers at public research institutions as well as persons holding permanent or fixed-term positions pursuant to Article 1, paragraphs 422 et seq. of Law No. 205 of 27 December 2017, in Scientific Institutes for Research, Hospitalisation and Healthcare (IRCCS), who carry out transactional research activities, preclinical and clinical, provided that they have been in service at the institution they work at for at least five years before the deadline of the notice referred to in Art. 16 and that they are in possession of the national scientific qualification for the academic recruitment field and the role indicated in the call.
2. Candidates who, at the time of submitting their application, have a degree of kinship or affinity up to and including the fourth degree with a professor belonging to the Department requesting the appointment or to the structure issuing the call, or with the Rector, with the General Director or with a member of the University Board of Governors, may not participate in the mobility procedure.
3. Exclusion from the selection procedure shall be ordered by a reasoned decree of the Rector and notified to the interested party.
4. The submission of the application for the purpose of the expression of interest does not entitle, in any case, to admission to the procedures for access to the qualifications of the teaching staff of the University.

Art. 18 – Selection Committee

1. The projects presented by the candidates shall be evaluated by a Committee appointed by the Rector in accordance with the procedures set out in Art. 5 of this Regulation.

Art. 19 - Modalities for performing the procedure

1. The Committee shall evaluate the projects based on the teaching, research and third mission needs expressed by the Department in the resolution referred to in Art. 2 and according to the criteria indicated in the same resolution, considering the teaching and scientific qualification of the candidates. A public interview shall be scheduled with candidates in possession of the necessary requirements. The interview is useful for analysing in depth the contents of the project proposal, the qualifications and the scientific production of the candidates, also in relation to the teaching, research or third mission needs for the position offered. The Board of Governors shall convene the candidates, at the request of the Committee, in accordance with the procedures set out in the public notice, should the convocation not be already included in the notice.
2. At the end of its work, the Committee shall formulate a ranking of the projects submitted, including in the rankings only those projects found to be consistent with the needs expressed by the Department. The Committee shall appoint the candidate who submitted the best ranking project according to the Committee, as it best met the teaching, research and third mission needs expressed by the Department on the basis of the criteria established in the Department's resolution pursuant to Art. 2 of this Regulation. The rankings may only be used to fill the position(s) offered in the call.

3. The Committee shall complete its work within two months of its appointment, unless otherwise provided. The deadline may be extended for proven and exceptional reasons notified by the Chairman of the Committee. Should the works not be completed within the set deadline, the Rector, with a reasoned decision, shall initiate the procedures for replacing the members deemed responsible for the delay, at the same time establishing a new deadline.
4. The Committee shall produce the minutes of the meetings, including any attachments, which shall be sent within 7 days from the conclusion of the work by the Chairman of the Committee to the Central Administration, Human Resources Area of the Teaching Staff Office for the verification of the acts and the approval of the minutes, which takes place within thirty days by decree of the Rector.

Art. 20 – Appointment of the candidate

1. Within 30 days of the approval of the acts, the Department Board shall approve the appointment proposal with a favourable vote by an absolute majority of full professors, for the appointment of a full professor, or of full and associate professors, for the appointment of an associate professor. The proposal shall be submitted, subject to the opinion of the Academic Senate, to the approval of the Board of Governors, which shall resolve on the appointment within thirty days.
2. The appointment proposal may also be submitted directly by the Academic Senate, subject to the favourable opinion of the responsible Department or Departments, subject to the approval of the Board of Governors, which shall resolve within thirty days.

Should the total number of non-favourable votes, including opposing and abstaining votes, to the appointment of the candidate with the best project, evaluated on a comparative basis, prevail and be at least equal to the absolute majority of the professors entitled to vote, the appointment proposal shall be rejected and the minutes, which must give adequate reasons, shall be sent to the Board of Governors for the conclusion of the procedure.

In the event of a resolution contrary to the appointment pursuant to paragraph 2 above, the Department may not propose the appointment of any other suitable candidate belonging to the same selection procedure and the resources originally allocated to fill the position in question shall be re-allocated to the University.

Should the Department Board fail to reach the majority of votes in favour or against the appointment pursuant to paragraphs 1 and 2 above within the deadline indicated in paragraph 1 above, the Department, in the two years following the approval of the acts, may not be able to request coverage for the same academic discipline, or recruitment field if the academic discipline is not provided for in the call for which the procedure was carried out. The resources originally allocated shall be re-allocated to the University.

The Department Board, for justified reasons, may request the extension of the terms provided for in paragraph 1, up to a maximum of 30 additional days. The request shall be granted or rejected by decree of the Rector.

Should the candidate referred to in paragraph 1 not accept or fail to accept the position, the Department shall submit to the Board of Governors the proposal to appoint the second ranking candidate, evaluated on a comparative basis, among those identified as eligible by the Committee within one month and subject to compliance with the legal constraints on recruitment and compatibility with financial resources.

TITLE 6 - FINAL PROVISIONS

Art. 21 - Award of temporary positions

1. Pursuant to Art. 1, paragraph 12 of Law No. 230/2005, the University may carry out specific research programmes on the basis of agreements with companies or foundations, or with other public or private entities, which also provide for the temporary establishment, for periods not exceeding six years, with financial charges to be borne by the same entities, of temporary positions to be filled for a maximum duration of three years, renewable on the basis of a new agreement, to candidates who have obtained the qualification of full professors, i.e. to subjects in possession of high scientific and professional qualifications. The latter include those who have obtained the national qualification to become full professors pursuant to Art. 16 of Law No. 240/2010. The selection procedures are indicated in the specific University Regulation.

Art. 22 - Transitional provisions

1. Pursuant to Art. 29, par. 10 of Law No. 240/2010, the regulation governing transfers pursuant to Art. 3 of Law No. 210/1998, shall apply exclusively to researchers with open-ended contracts.
2. On the basis of the provisions of Art. 29, par. 4 of Law No.240/2010, candidates who have obtained the qualification for the roles of associate professor and full professor following the comparative evaluation procedures pursuant to the provisions of Law No.210/1998 and subsequent amendments, may be appointed on the basis of the provisions of the aforementioned law, limited to the duration of such eligibility.
3. Starting from the adoption of the decree defining the academic disciplines provided for by Art. 15, paragraph 1 of Law No. 240/2010, the references to the academic recruitment fields and to the recruitment macro-sectors contained in this Regulation are intended to refer to the academic disciplines.

Article 23 - Reference legislation

For anything not provided for in this Regulation and as far as they are compatible, the relevant legal provisions shall apply.

Annex 1

Reference scheme for the evaluation in the context of the procedures referred to in Art. 24, par. 5 in its wording prior to the entry into force of Law No. 79/2022 and par. 6 of Law No. 240/2010 for the transition to associate professor. (ref. Art. 9, par. 4 and Art. 11, par. 2 of the Regulation).

Subject of the evaluation	Transition to associate professor	Score (up to)	THRESHOLD
Teaching*	1. Teaching activities with reference to the number of modules/courses held per year.	15	
	2. Average student rating; number of Bachelor's degree, Master's degree and PhD theses; seminars and tutoring activities	15	
Overall - Teaching score	A. Sum of the scores assigned for teaching (row 1 and 2)	30	n/a
Research	3. Evaluation of scientific production**	40	
	4. Organisation, management and coordination of national and international research groups, or participation in them;	6	
	5. Participation as a speaker in national and international congresses and conferences	4	
	6. Awarding of teaching or official research assignments at prestigious foreign and international universities and research institutes	2	
	7. Achievement of national and international prizes and awards for research activities	2	
	8. Participation in prestigious publishing committees of magazines, editorial series, encyclopaedias and essays	2	
	9. Achievement of patents by the department of employment and establishment of investee and non-investee spin-offs	2	
	10. Fund raising activities***	2	
Overall Research score	B. Sum of the scores assigned for research (row 3 to 10)	60	>=30
Organisational tasks****	11. Positions and tasks assigned by the departments and by the University, participation in commissions and committees	10	
Overall Organisational tasks score	C. Score for row 11	10	n/a
Total score	Sum of the scores assigned for teaching, research and organisational tasks (A+B+C)	100	>= 70

*Where advisable, the evaluations may be compared to average data relating to the teaching area and academic discipline to which the Candidate belongs.

**In the fields in which their use is consolidated, some of the following indicators may be considered for the evaluation of scientific production:

1. number of products surveyed - SCOPUS and ISI codes;
2. average number of ISI and SCOPUS references per publication;
3. total "impact factor" (using SNIP or 5-year IF5);
4. average "impact factor" per publication (using SNIP or 5-year IF5);

5. combinations of the previous parameters aimed at enhancing the impact of the candidate's scientific production (Hirsch index or similar).

It is also recommended to relate the indicators to the average value of the academic discipline or the Department. In academic disciplines where these indicators are not commonly used, the products classified in scientific and level A journals will be evaluated as regards journals, using the procedures adopted by ANVUR.

The evaluation of the publications shall ensure the assessment of the following factors:

- a. originality, innovativeness, methodological soundness and relevance of each publication;
- b. consistency of each publication with the role of associate professor to be covered or with cross-disciplinary topics strictly related to it;
- c. scientific relevance of the publishing context of each publication and its dissemination within the scientific community;
- d. analytical determination, also based on criteria recognised by the international scientific community of reference, on the individual contribution by the author in the case of their participation in collaborative works.

***In the evaluation of fund-raising activities, participation in European and international funding calls shall also be assessed, even if participation does not result in the acquisition of funding, when scores above the minimum threshold set by the funding body to determine eligibility for funding are obtained

****In the evaluation of researchers pursuant to Art. 24, letter b), the organisational tasks relating to teaching and research activities may be evaluated.

Annex 1-bis

Reference scheme for the assessment in the event of early procedure referred to in Art. 24, par. 5 of Law No. 240/2010 in its wording prior to the entry into force of Law No. 79/2022 for the transition to associate professor. (ref. Art. 9, par. 5-bis of the Regulation).

Subject of the evaluation	Transition to associate professor	Score (up to)	THRESHOLD
Teaching*	1. Teaching activity with reference to the number of modules/courses per year under responsibility; average student rating; number of Bachelor's degree, Master's degree and PhD theses; seminar and tutoring activities	15	
	2. Teaching test, to be assessed based on the candidate's competence, methodological preparation, as well as the clarity, order and incisiveness of their presentation	15	
Overall Teaching score	A. Sum of the scores assigned for teaching (row 1 and 2)	30	n/a
Research	3. Evaluation of scientific production**	40	
	4. Organisation, management and coordination of national and international research groups, or participation in them;	6	
	5. Participation as a speaker in national and international congresses and conferences	4	
	6. Awarding of teaching or official research assignments at prestigious foreign and international universities and research institutes	2	
	7. Achievement of national and international prizes and awards for research activities	2	
	8. Participation in prestigious publishing committees of magazines, editorial series, encyclopaedias and essays	2	
	9. Achievement of patents by the department of employment and establishment of investee and non-investee spin-offs	2	
	10. Fund raising activities***	2	
Overall Research score	B. Sum of the scores awarded for research (row 3 to 10)	60	>=30
Organisational tasks****	11. Positions and tasks assigned by the departments and by the University, participation in commissions and committees	10	
Overall Organisational tasks score	C. Score for row 11	10	n/a
Total score	Sum of the scores assigned for teaching, research and organisational tasks (A+B+C)	100	>= 70

*Where advisable, the evaluations may be compared to average data relating to the teaching area and the academic discipline to which the Candidate belongs.

**In the fields in which their use is consolidated, some of the following indicators may be considered for the evaluation of scientific production:

1. number of products surveyed - SCOPUS and ISI codes;
2. average number of ISI and SCOPUS references per publication;
3. total "impact factor" (using SNIP or 5-year IF5);
4. average "impact factor" per publication (using SNIP or 5-year IF5);
5. combinations of the previous parameters aimed at enhancing the impact of the candidate's scientific production (Hirsch index or similar).

It is also recommended to relate the indicators to the average value of the academic discipline or the Department. In academic disciplines where these indicators are not commonly used, the products classified in scientific and in level A journals will be evaluated in the case of journals, using the procedures adopted by ANVUR.

The evaluation of the publications shall ensure the assessment of the following factors:

- a. originality, innovativeness, methodological soundness and relevance of each publication;
- b. consistency of each publication with the role of associate professor to be covered or with cross-disciplinary topics strictly related to it;
- c. scientific relevance of the publishing context of each publication and its dissemination within the scientific community;
- d. analytical determination, also based on criteria recognised by the international scientific community of reference, on the individual contribution by the author in the case of their participation in collaborative works.

***In the evaluation of fund-raising activities, participation in European and international funding calls shall also be assessed, even if participation does not result in the acquisition of funding, when scores above the minimum threshold set by the funding body to determine eligibility for funding are obtained

****In the evaluation of researchers pursuant to Art. 24, letter b), the organisational tasks relating to teaching and research activities may be evaluated.

Annex 2

Reference scheme for the assessment in the context of the procedure referred to in Art. 24, par. 6 of Law No. 240/2010 for the transition to full professor.
(ref. Art. 11, par. 2 of the Regulation).

Subject of the evaluation	Transition to full professor	Score (up to)	THRESHOLD
Teaching*	1. Average student rating; number of Bachelor's degree, Master's degree, and PhD theses	20	
Overall Teaching score	A. Scores awarded for teaching (row 1)	20	n/a
Research	2. Evaluation of scientific production**	40	
	3. Organisation, management and coordination of national and international research groups, or participation in them; management of highly qualified international research bodies or institutes	5	
	4. Participation as a speaker in national and international congresses and conferences	2	
	5. Awarding of teaching or official research assignments at prestigious foreign and international universities and research institutes	2	
	6. Achievement of national and international prizes and awards for research activities	3	
	7. Management and participation in prestigious publishing committees of magazines, editorial series, encyclopaedias and essays, participation in prestigious academia	3	
	8. Achievement of patents by the department of employment and establishment of investee and non-investee spin-offs	2	
	9. Fund raising activities***	3	
Overall Research score	B. Sum of the scores awarded for research (row 2 to 9)	60	>=30
Organisational tasks****	10. Positions and tasks assigned by the departments and by the University, participation in commissions and committees	20	
Overall Organisational tasks score	C. Score for row 10	20	n/a
Total score	Sum of the scores assigned for teaching, research and organisational tasks (A+B+C)	100	>= 70

*Where advisable, the evaluations may be compared to average data relating to the teaching area and the academic discipline to which the Candidate belongs.

**In the fields in which its use is consolidated, some of the following indicators may be considered for the evaluation of scientific production:

1. number of products surveyed - SCOPUS and ISI codes;

2. average number of ISI and SCOPUS references per publication;
3. total "impact factor" (using SNIP or 5-year IF5);
4. average "impact factor" per publication (using SNIP or 5-year IF5);
5. combinations of the previous parameters aimed at enhancing the impact of the candidate's scientific production (Hirsch index or similar).

It is also recommended to relate the indicators to the average value of the academic discipline or the Department. In academic disciplines where these indicators are not commonly used, the products classified in scientific and in level A journals will be evaluated in the case of journals, using the procedures adopted by ANVUR.

The evaluation of the publications shall ensure the assessment of the following factors:

- a. originality, innovativeness, methodological soundness and relevance of each publication;
- b. consistency of each publication with the role of full professor to be covered or with cross-disciplinary topics strictly related to it;
- c. scientific relevance of the publishing context of each publication and its dissemination within the scientific community;
- d. analytical determination, also based on criteria recognised by the international scientific community of reference, on the individual contribution by the author in the case of their participation in collaborative works.

***In the evaluation of fund-raising activities, participation in European and international funding calls shall also be assessed, even if participation does not result in the acquisition of funding, when scores above the minimum threshold set by the funding body to determine eligibility for funding are obtained.