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REGULATION FOR THE DISCIPLINE OF THE PROCEDURES FOR THE CALLING OF FIRST- AND SECOND-TIER PROFESSORS, PURSUANT TO LAW NO. 240/2010

Article 1

Subject

1. This Regulation is adopted pursuant to Law 9 May 1989, no. 168, in compliance with the University Code of Ethics and the European Charter for Researchers referred to in European recommendation no. 251/2005, and governs the procedures for the calling of first- and second-tier professors, in implementation of Article 18, Article 24 paragraphs 5, 5 bis (in the text prior to Law 79/2022) and 6, Article 7 paragraphs 5 bis, 5 ter and 5 quater of Law no. 240/2010 and Article 1, paragraph 9 of Law no. 230/2005.

Article 2

Request and allocation of positions

1. The Departments or the Rector, having heard the interested Department, within the limits of the three-year planning of personnel needs and in coherence with the assigned resources and the procedures defined, request the Board of Directors the coverage of positions of first- and second-tier professor in relation to the needs of development of teaching and research activities of their competence.
2. With regard to the medical-surgical area, the procedure referred to above is also applied to the scientific-disciplinary sectors involved in care activity, in compliance with the rules governing the relations between the University and the Regional Health Service, for the purposes of the coverage of strategic positions and necessary for the fulfilment of the commitments and agreements signed between the University of Parma and the Emilia-Romagna Region and between the University of Parma and the Health Authorities.
3. The requests referred to in paragraphs 1 and 2, approved by the Department Council, must indicate, motivating it, one of the following modalities of coverage:
 - a) calling following a selection procedure, pursuant to Article 18, paragraph 1, of Law no. 240/2010;
 - b) calling following a selection procedure, pursuant to Article 18, paragraph 4, of Law no. 240/2010, reserved to those who, in the previous three years, have not served as tenured full professor, tenured associate professor, permanent researcher, fixed-term researcher pursuant to Article 24, paragraph 3, letters a) and b), or have not been holders of research grants or

enrolled in university courses at the University of Parma;

c) calling following an evaluation procedure, pursuant to Article 24, paragraph 5, of Law no. 240/2010;

d) calling following an evaluation procedure, pursuant to Article 24, paragraph 5-bis, of Law no. 240/2010;

e) calling following an evaluation procedure, pursuant to Article 24, paragraph 6, of Law no. 240/2010, limited to extraordinary plans for the career progression of permanent researchers holding National Scientific Qualification;

f) calling following a selective mobility procedure, pursuant to Article 7, paragraphs 5-bis, 5-ter and 5-quater of Law no. 240/2010;

g) direct calling or for outstanding merit, according to the procedures governed by Article 1, paragraph 9, of Law no. 230/2005.

4. The resolution of the Department adopted by absolute majority of those present and by open vote, duly motivated, must contain:

a) the number of positions requested;

b) the tier for which the position is requested;

c) the service location;

d) the competition sector referred to in Ministerial Decree 855/2015 or the scientific-disciplinary group, referred to in Article 15 of Law 240/2010, for which the procedure is requested;

e) the possible indication of one or more scientific-disciplinary sectors, in case the competition sector or the scientific-disciplinary group includes more sectors, for the purpose of identifying the specific profile;

f) the information on the specific functions required, as well as on the type of teaching and scientific commitment, in coherence with what is provided for in the relevant University regulation; with regard to the medical-surgical area, in the case of professors involved in care activity, the type of care commitment shall be defined, having heard the relevant Health Authority;

g) the qualification elements in relation to the project, for the calls referred to in Article 2, paragraph 3, letter f);

h) the indication of the qualitative standards, recognized at international level, pursuant to Article 24, paragraph 5, of Law no. 240/2010, to which the Committee must adhere in the evaluation, taking into account what is provided for by MIUR Decree no. 344 of 4 August 2011, as well as the further possible elements of teaching and scientific qualification provided by the Department and deemed necessary for the position to be filled, ensuring, in any case, an

adequate breadth of the defined profile;

i) the modalities of coverage of the position, as well as the motivations relating to the choice, according to what is provided for in the previous paragraph 3;

l) the indication of the rights and duties of the professor;

m) the modalities of financial coverage of the position, which may be charged to the University budget or to other public or private subjects, subject to the stipulation of agreements of at least fifteen years duration;

n) the related economic and social security treatment.

5. In the case of carrying out the procedures referred to in letters a), b), c), d), e), f) of paragraph 3 above, it must also be indicated:

a) the possible maximum number of publications, according to what is provided for by the regulations referred to in Article 16, paragraph 3, letter b), of Law no. 240/2010, which in any case may not be less than 10;

b) the possible assessment of the linguistic competences of the candidate, also with reference to the multilingual profile of the University and to the teaching needs relating to the degree programmes, as well as the indication of the assessment methods.

6. For the procedures of calling of second-tier professors only, and limited to those referred to in paragraph 3, letters a), b) and d), the Department must also indicate the contents of the teaching test in oral form, reserved, for the procedures referred to in letters a) and b), to the first three ranked in the evaluation of qualifications and to the candidate proposed for evaluation pursuant to paragraph 5-bis of Article 24, for the procedures referred to in letter d), to be carried out in public session, in Italian or entirely or partly in another language, with modalities that allow participation, as listeners, of the colleagues of the relevant Department.

7. Within the three-year planning, the University binds the resources corresponding to at least one fifth of the available positions of tenured professor to the calling of those who in the previous three years have not served as tenured full professor, tenured associate professor, permanent researcher, fixed-term researcher pursuant to Article 24, paragraph 3, letters a) and b), or have not been holders of research grants or enrolled in university courses at the same university or to the calling referred to in Article 7, paragraph 5-bis. In this regard, the University may issue procedures reserved exclusively to externals, pursuant to Article 18, paragraph 4, of Law 240/2010.

8. The Board of Directors, within the three-year planning, legal and financial constraints, after having verified its coverage and financial sustainability, assigns the positions of first- and second-tier professors to the proposing departmental structures, indicating, at the same time, the type of procedures for coverage of the positions. The assignments approved by the Board of Directors to the Departments may also include proposals formulated directly by the Rector, aimed at satisfying proven strategic needs of teaching and research and in compliance with planning criteria.

Title 1

Coverage through selective procedure – Article 18, paragraph 1 and 4 Law no. 240/2010

Article 3

Selective procedure

1. The procedure is carried out after the assignment resolved by the Board of Directors pursuant to Article 2, following issuance of a Rector's Decree of call published on the University website, as well as on those of the Ministry of Education, University and Research and of the European Union and with notice of publication in the Official Gazette of the Italian Republic.
2. The call must contain the number of positions to be filled, for each of which the following information is required:
 - the tier for which the position is requested;
 - the requesting teaching structure;
 - the service location;
 - the competition sector or the scientific-disciplinary group for which the position is requested;
 - the possible indication of one or more scientific-disciplinary sectors, exclusively for the purpose of identifying the specific profile;
 - the specific functions that the professor shall perform, as well as, in the case of positions for which institutional care activity is envisaged, the clinical/care activity, pertinent with the scientific-disciplinary sector object of the selection, as defined above;
 - the economic and social security treatment;
 - the deadline and methods for submission of the application: the deadline shall not normally be less than thirty natural and consecutive days, starting from the day following the date of publication of the notice in the Official Gazette and, only in cases of justified particular urgency, this term may be reduced to twenty days;
 - the subjective requirements for admission to the procedure;
 - the possible maximum number of publications, in any case not lower than ten, that the candidate may present;
 - for the procedures of calling of second-tier professors, the scope of the teaching test, reserved to the first three classified in the evaluation of qualifications, to be carried out in public session, in Italian or wholly or partly in another language, with modalities that allow participation, as listeners, of the colleagues of the relevant Department;
 - the indication of the rights and duties of the professor;

- the possible linguistic competences required, correlated to the teaching needs, as indicated in the Department resolution;
- the indication of the qualitative standards, recognised at international level, to which the Committee must adhere in the evaluation.

Article 4 Candidates

1. The following candidates may participate in the selections:
 - a) scholars holding the National Scientific Qualification pursuant to Article 16 of Law no. 240/2010, for the competition sector or one of the sectors included in the same macro-sector or for the scientific-disciplinary group, and for the functions object of the procedure, or for higher functions, provided that they do not already hold such higher functions;
 - b) candidates who have obtained eligibility pursuant to Law no. 210/1998, for the tier corresponding to that for which the call is issued, limited to the duration period of the same;
 - c) first- and second-tier professors already in service at other Italian Universities, in the tier corresponding to that for which the selection is announced;
 - d) scholars permanently engaged abroad in research or teaching activities at university level, in a position of level equal to those object of the call, based on equivalence tables defined by the Ministry.
2. Those who, at the time of submission of the application, have a degree of kinship or affinity up to the fourth degree inclusive with a professor belonging to the Department that requests the activation of the position or with the structure that carries out the call, or with the Rector, the General Director or a member of the Board of Directors of the University, may not participate in the procedure.
3. For the procedures referred to in Article 2, paragraph 3, letter b), reserved to externals, it is required not to have served in the University in the previous three years as tenured full professor, tenured associate professor, permanent researcher, fixed-term researcher pursuant to Article 24 paragraph 3 letters a) and b), or not to have been holder of research grants or enrolled in university courses at the same University.

Article 5 Evaluation Committee

1. The Evaluation Committee is appointed by Rector's Decree, upon proposal of the Department that requested the activation of the procedure.
2. The Committee is composed of five full professors, in the case of positions of full professor, and of three full professors, in the case of positions of associate professor; in both cases, at most one belonging to the University of Parma.

The member designated by the Department must belong to the competition sector or scientific-disciplinary group for which the procedure is announced and, where a scientific-disciplinary sector is indicated, must belong to that sector. The designated member may be identified within the proposing Department or, where no teacher possessing the above requirements and available is present therein, may be identified in other Departments of the University. Where no available teacher is present in the University, it may also be identified in a teacher belonging to another University.

The members, both internal to the University and coming from other Universities or Italian research institutions, must be in possession of the requirements for participation in the commissions for the national scientific qualification referred to in Article 16 of Law 240/2010. In the event that the proposing Department communicates the unavailability of a sufficient number of members in possession of the requirements referred to in the previous sentence, members in possession of the requirements required for obtaining the national scientific qualification of first level may be proposed. Members must also not have obtained a negative evaluation on teaching activity and service to students, pursuant to paragraphs 7 and 8 of Article 6 of Law no. 240/2010. Without prejudice to the above provisions relating to the designated member, the members must belong to the same competition sector or scientific-disciplinary group subject of the selection; until the issuance of the DM introducing the scientific-disciplinary groups, where members belonging to the competition sector subject of the selection cannot be found, they may be identified within one of the competition sectors included in the macro-sector to which the competition sector subject of the call belongs. The competition commissions for the evaluation procedures relating to the levels and scientific-disciplinary sectors of affiliation of teachers who have changed Departmental affiliation due to situations of incompatibility must be composed exclusively of members external to the University.

3. Members of the Committee, even if Italian, coming from foreign universities must be framed in a role equivalent to that of full professor, on the basis of the tables of correspondence between academic positions, published by ministerial decree, and must be active in a field corresponding to the competition sector or scientific-disciplinary group subject of the selection.
4. To ensure equal opportunities, between men and women, for access to work and treatment at work (as provided for in Article 57 of Legislative Decree no. 165/2001), normally at least one member of the Committee must belong to the male gender and at least one to the female gender.
5. Members of the Committee not designated are drawn by lot, with the methods referred to in paragraph 10 below.
6. The Committee chooses within itself a President and a verbalizing Secretary.
7. The Committee carries out its work in the presence of all members and adopts its resolutions by absolute majority of the members.
8. The following may not be part of the Committee:
 - professors who have obtained, in the previous year, a negative evaluation;

- those who are current members of the National Commission for the achievement of the National Scientific Qualification.

For the appointment of the Evaluation Committee, the rules on incompatibility and conflict of interest provided for in the University Code of Ethics are observed.

9. Each member may not be part of more than two Evaluation Committees per calendar year in relation to procedures announced by the University, possibly extendable to three for competition sectors or scientific-disciplinary groups of limited numerical size or in case of unavailability of internal members possessing the requirements referred to in paragraph 2.
10. The Committee may make use of telematic tools of collegial work. The Department that requested the activation of the procedure proposes to the Rector a list of candidate members, external to the University, for the Committee in number at least double compared to the number provided for in paragraph 2, possibly in equal number between female and male gender. Where, for a competition sector of limited size, it is not possible to propose a number of candidates at least equal to double, it will be the task of the Department to propose a list of candidates drawable in the competition sectors included in the same macro-sector. The Personnel and Organization Area, having received the proposals, proceeds by drawing by lot with methods that guarantee transparency and publicity of the procedure.

Article 6

Modalities for carrying out the procedures for the calls of associate professors

1. In the first meeting, the Committee proceeds to define and to make public the criteria to be adopted in the comparative evaluation of the candidates with regard to the scientific publications, to the curriculum and to the teaching activity carried out, in conformity with the qualitative standards recognized at international level indicated by the selection call. It also proceeds to define and to make public three distinct topics on which the teaching test referred to in the following paragraph 3 must concern.
2. In the second meeting the Committee carries out a comparative evaluation of the candidates, on the basis of the scientific publications, of the curriculum, therein including the third mission activities as well as the service, institutional, organizational activities, pertinent to the role, at Universities and public and private research bodies, provided that carried out following official assignment by the competent Bodies, and of the teaching activity carried out. The results of the comparative evaluation and the date of the teaching test, referred to in the following paragraph 3, are made public, according to the procedures provided by the call, at least fifteen days before the date of carrying out of the teaching test. For the evaluation of the scientific publications, of the curriculum and of the teaching activity carried out, the Committee has at its disposal 80 points out of 100, reserving to the scientific publications from a minimum of 40 to a maximum of 60 points out of 100. To the evaluation of the teaching test 20 points out of 100 are reserved.
3. The teaching test consists in a university lecture, of the duration of one hour, to be held on one of the three topics, at the choice of the candidate, defined by the Committee during the first meeting and made public simultaneously with the publication of the criteria to be adopted in the comparative evaluation of the candidates with regard to the scientific publications, to the curriculum and to the teaching activity carried out, in conformity with the qualitative standards recognized at international level indicated by the selection call. To the teaching test, which must take place in public session, in Italian or entirely or in part in another language, with modalities that allow the participation, as auditors, of the colleagues of the reference Department, are admitted the three candidates judged comparatively most worthy following the procedure of evaluation of the scientific publications, of the curriculum and of the teaching activity carried out referred to in paragraph 1. The candidates are all admitted to the teaching test where their number is equal to or less than three.
4. In the concluding meeting, the Committee, with resolution adopted by absolute majority of the members, formulates the final judgment following the evaluation of the scientific publications, of the curriculum and of the teaching activity carried out, as well as of the outcomes of the teaching test. The final judgment is considered positive if the candidate achieves a score at least equal to half of the maximum attributable in the evaluation of the scientific publications and an overall evaluation equal to or greater than 70 out of 100. In the case of more candidates selected positively, the Committee identifies the comparatively best candidate on the basis of the score achieved, placing the others in order of merit on the basis of the score achieved.
5. The merit ranking referred to in the previous paragraph 4 shall remain valid for six months from the date of approval of the acts, for the purposes of possible calls made necessary for the reasons and in conformity with the following article 9, paragraph 4.

Article 7

Modalities for carrying out the procedures for the calls of full professors

1. In the first meeting, the Committee proceeds to define and to make public the criteria to be

adopted in the comparative evaluation of the candidates with regard to the scientific publications (assignable from 50 to 60 points out of 100), to the curriculum and to the teaching activity carried out (assignable from 40 to 50 points out of 100), in conformity with the qualitative standards recognized at international level indicated by the selection call.

2. In the second meeting the Committee carries out a comparative evaluation of the candidates, on the basis of the scientific publications, of the curriculum, therein including the third mission activities as well as the service, institutional, organizational activities, pertinent to the role, at Universities and public and private research bodies, provided that carried out following official assignment by the competent Bodies, and of the teaching activity carried out.
3. In the concluding meeting, the Committee, with resolution adopted by absolute majority of the members, formulates the final judgment following the evaluation of the scientific publications, of the curriculum and of the teaching activity carried out. The final judgment is considered positive if the candidate achieves a score at least equal to half of the maximum attributable in the evaluation of the scientific publications and an overall evaluation equal to or greater than 70 out of 100. In the case of more candidates selected positively, the Committee identifies the comparatively best candidate on the basis of the score achieved, placing the others in order of merit on the basis of the score achieved.
4. The merit ranking referred to in the previous paragraph 3 shall remain valid for six months from the date of approval of the acts, for the purposes of possible calls made necessary for the reasons and in conformity with the following article 9, paragraph 4.

Article 8

Time limits for completion of the procedure

1. The Committee concludes its work within 60 days, starting from the day following the date of the Rector's Decree of its appointment.
2. The Rector may extend, only once and for not more than 30 days, the time limit for the conclusion of the procedure, for proven reasons, indicated by the President of the Committee. After the expiration of the time limit for the conclusion of the works, without delivery of the acts, the Rector shall proceed to dissolve the Committee and to appoint a new one in replacement of the previous.
3. If the Rector evaluates the existence of irregularities in the carrying out of the procedure, he/she sends, by reasoned measure, the acts to the Committee, assigning a time limit to proceed to a re-examination.
4. The acts of the Committee are constituted by the minutes of the individual meetings and by the final report of the works carried out, together with the individual and collective judgments. The recording of the evaluation activities as well as the judgments expressed by the Committee must account for the logical path that led to the final evaluation of the candidacies.
5. The acts referred to in the previous paragraph 4 are transmitted, within seven days from the conclusion of the works, by the President of the Committee to the person responsible for the administrative procedure.
6. The Rector approves the formal correctness of the acts.
7. The final report and the Rector's Decree of approval of the acts of the procedure are published on the institutional website of the University. The Rector's Decree of approval of the acts is also published on the online notice board of the University.
8. The acts of the Committee, after their approval, are transmitted to the Department that requested the activation of the procedure, for the purpose of the formulation, to the Rector, of the proposal of call, pursuant to and with the modalities referred to in letter e), of article 18, paragraph 1, of Law no. 240/2010, as well as in conformity with article 21, paragraph 23, of the

Statute of the University, for the subsequent approval of the same, by the Board of Directors.

Article 9

Call of the selected candidate

1. At the outcome of the procedure referred to in Title 1 of the present regulation, the Department Council, within thirty days from the approval of the acts, proposes to the Board of Directors the call of the comparatively best candidate (placed in first position in the merit ranking) or, in case of a call for more positions, of the comparatively best candidates. The resolution of proposal of call by the Department Council is adopted by absolute majority of those entitled to vote of the full professors, for the call of full professors; of full and associate professors, for the call of associate professors.
2. Where the total number of non-favorable votes (including abstentions) is equal to or greater than the absolute majority of the professors entitled to vote, the proposal of call is rejected. The resolution of the Department Council is transmitted to the Rector, to be submitted to the Board of Directors for the conclusion of the procedure. In this case the Department may not propose the call of any other candidates who were declared suitable in the same competition procedure.
3. In the event that, within the time limit of 30 days starting from the day following the date of the Rector's Decree of approval of the formal correctness of the acts, the Department that requested the assignment of the position does not adopt any resolution of proposal of call, it may not request, in the two years following the approval of the acts, the coverage of a role for the same level and for the same competition sector/scientific-disciplinary group or scientific-disciplinary sector, if provided, for which the procedure was carried out, with exception of the procedures referred to in Title 3 of the present Regulation.
4. In the event that the candidate called by the Department Council renounces the call or, within the established time limit, does not take up regular service, the Department may proceed to forward to the Rector, without prejudice to compliance with legal constraints on hiring and compatibly with financial resources, proposal of call of another candidate immediately following usefully placed in the merit ranking, for the purpose of approval by the Board of Directors.
5. The call is resolved by the Board of Directors.

Title 2

Appointment following an evaluation procedure pursuant to Article 24, paragraphs 5 and 5-bis, of Italian Law No. 240/2010, reserved for Type B Fixed-Term Researchers (RTD-b)

Article 10

Modalities for carrying out the procedure

1. After the assignment resolved by the Board of Directors pursuant to Article 2 of the present regulation, the evaluative procedure is initiated with Rector's Decree, for the purposes of the call to the role of associate professor of the holder of the fixed-term researcher contract, referred to in paragraph 3, letter b), of article 24, of Law no. 240/2010, who has obtained the national scientific qualification. The Rector's Decree is published on the website and on the online notice board of the University.
2. The evaluation of the teaching activity, of the integrative teaching and of service to students, as well as of the research activities carried out by the candidate, is carried out by a Committee appointed and governed pursuant to Article 5 of the present regulation, which concludes its work within thirty days, starting from the day following the Rector's Decree of its appointment.

3. The evaluation takes place in compliance with the qualitative standards recognized at international level for evaluation, within the criteria provided by Ministerial Decree MIUR 4 August 2011, no. 344.
4. The evaluation takes place during the third year of contract stipulated pursuant to article 24 paragraph 3 letter b) of Law no. 240/2010. The request of the Department Council, referred to in Article 2, is made in the third year of contract and in any case within one hundred and eighty (180) days prior to the expiry of the same contract. Where the researcher does not obtain the national scientific qualification within the cited time limit of one hundred and eighty (180) days, the procedure may be initiated subsequently to the obtaining of the same, provided that within the natural expiry date of the contract.
5. The Committee has at its disposal a maximum of 100 points for the evaluation, of which 30 for the evaluation of the teaching activity, 60 for the evaluation of research activities and 10 for the evaluation of organisational tasks connected to teaching and research activity. The evaluation is considered positive if the researcher has obtained a score at least equal to half of the maximum attributable in the evaluation of research activity and an overall evaluation equal to or greater than 70/100.
6. For the procedures referred to in paragraph 5bis of article 24 of Law no. 240/2010, the evaluation of the candidate proposed by the Department and who has submitted an application for participation in the procedure, takes place after the first year of contract referred to in paragraph 3, letter b).
The evaluation also includes the carrying out of a teaching test, within the scientific-disciplinary sector of belonging of the holder of the contract.
The teaching test consists in a university lecture to be held on one of the three topics, at the choice of the candidate, defined by the Committee in the same minutes in which it identifies the evaluation criteria of teaching activity, research and organisational tasks connected to teaching and research activity. The teaching test must take place in public session, also in telematic mode, in Italian or entirely or in part in another language, with modalities that allow the participation, as auditors, of the colleagues of the reference Department. The Committee has at its disposal a maximum of 100 points for the evaluation, of which 20 for the evaluation of teaching activity, 50 for the evaluation of research activities, 10 for the evaluation of organisational tasks and 20 for the teaching test. The evaluation is considered positive if the researcher has obtained a score at least equal to half of the maximum attributable in the evaluation of research activity and an overall evaluation equal to or greater than 70/100.
7. At the end of the evaluation, the Committee draws up the minutes containing a detailed motivation which must account for the logical path that led to the final evaluation of the candidacies in order to provide every cognitive element useful for the proposal of call. Such minutes are promptly transmitted by the President of the Committee to the person responsible for the administrative procedure.
8. The Rector approves the formal correctness of the acts.
9. The acts of the procedure, as well as the Rector's Decree of approval of the same, are published on the institutional website of the University. The Rector's Decree of approval of the acts is also published on the online notice board of the University.

Article 11
Call of the candidate

1. In case of positive outcome of the evaluation, according to what is provided for by the previous Article 9, the Department proposes within thirty days to the Board of Directors the call of the holder of the contract to the role of associate professor. The relevant resolution is adopted by

the Department Council by absolute majority of those entitled to vote of the full and associate professors. Limited to the modalities of adoption of the resolution, the provisions referred to in Article 9 apply.

2. The call is resolved by the Board of Directors.

Title 3

Appointment following an evaluation procedure under Article 24, paragraph 6, of Law No. 240/2010

Article 12

Modalities for carrying out the procedure

1. Following the assignment resolved by the Board of Directors pursuant to Article 2 of the present regulation, with Rector's Decree the evaluative procedure is initiated pursuant to Article 24 paragraph 6 of Law 240/2010, for the purposes of the framing in the role of professor (of first or second level, depending on the assigned position), of associate professors and permanent researchers in service at the University and in possession of national scientific qualification pursuant to Article 16 of Law 240/2010.
2. The candidates belonging to the roles of the University of Parma who are in possession of the national scientific qualification, pursuant to Article 16 of Law no. 240/2010, for the competition sector or scientific-disciplinary group, or for one of the competition sectors included in the same macro-sector and for the functions subject of the procedure, or for higher functions provided that not already holders of the same higher functions, may participate in the procedures.
3. The evaluation is carried out by a Committee, appointed and governed pursuant to Article 5, on the basis of qualitative standards recognized at international level for the evaluation indicated by the call.
4. The Committee has at its disposal a maximum of 100 points whose distribution must be carried out in adherence to what is indicated in the following points a. and b.:
 - a. for the evaluation for the purposes of the framing as full professor:
 - from a minimum of 20 to a maximum of 35 points for the evaluation of teaching activity;
 - from a minimum of 40 to a maximum of 60 points for the evaluation of research activity;
 - up to a maximum of 10 points for the evaluation of assistance activity where relevant;
 - from a minimum of 10 to a maximum of 20 points for the evaluation of activities relating to institutional, managerial or organizational tasks.
 - b. for the evaluation for the purposes of the framing as associate professor:
 - from a minimum of 20 to a maximum of 45 points for the evaluation of teaching activity;
 - from a minimum of 50 to a maximum of 65 points for the evaluation of research activity;
 - up to a maximum of 10 points for the evaluation of assistance activity where relevant;
 - up to a maximum of 10 points for the evaluation of activities relating to institutional, managerial or organizational tasks. The evaluation is considered positive if the candidate achieves a score at least equal to half of the maximum attributable in the evaluation of research activity and an overall evaluation equal to or greater than 70/100.

5. The Committee concludes its work within thirty days starting from the day following the Rector's Decree of appointment, drafting a reasoned report which must account for the logical path that led to the final evaluation of the candidacies. The report is transmitted, promptly, by the President to the person responsible for the administrative procedure.
6. The Rector approves the formal correctness of the acts.
7. The acts of the procedure as well as the Rector's Decree of approval of the same are published on the institutional website of the University. The Rector's Decree of approval of the acts is also published on the online notice board of the University.
8. The procedure referred to in the present Title 3 may be used within the Extraordinary Plans for the career progression of permanent researchers in possession of National Scientific Qualification.

Article 13
Call of the candidate

1. At the outcome of the procedure, the Department proposes to the Board of Directors the call of the candidate who has passed the evaluation with positive outcome or, in the case of more candidates, of the comparatively best among those evaluated positively. The proposal resolution is adopted by the Department Council by absolute majority of those entitled to vote of the full professors for the call of full professors, and of the full and associate professors for the call of associate professors. Limited to the modalities of adoption of the resolution, the provisions referred to in Article 9 apply.
2. The call is resolved by the Board of Directors.

Title 3

Mobility-based appointment of Full and Associate Professors through a selection procedure pursuant to Article 7, paragraphs 5-bis, 5-ter and 5-quater, of Italian Law No. 240/2010

Article 14
Launching of the procedure

1. Within the scope of the relevant budget availability and drawing on the available hiring capacity, the University, in order to meet specific teaching, research or third mission needs, may proceed with the launching of selective procedures for the call of full and associate professors pursuant to Article 7, paragraphs 5-bis, 5-ter and 5-quater.
2. The procedures are announced by notice published by the University on its institutional website and on the online notice board, following proposal for activation of the procedures by the Councils of the Departments concerned.
3. The resolution of proposal of the Department Council must indicate:
 - a. the number of positions and the role for which the procedure is launched;
 - b. the modalities of financial coverage;

- c. the competition sector or the scientific-disciplinary group for which the procedure is launched;
 - d. the specific teaching, research or third mission needs and any language competences required;
 - e. the maximum number of publications that each candidate may present, for the purposes of the evaluation of the coherence and congruence of the scientific profile with the project proposal;
 - f. useful information for the presentation of the project proposal by the candidates.
4. The public notice, for the purposes of collecting expressions of interest, issued by the Rector, must specifically indicate:
- a. the position object of the call, with reference to the level and the competition sector or the scientific-disciplinary group of interest in relation to the needs referred to in letter c);
 - b. the requirements for admission of candidates to the procedure;
 - c. information regarding the teaching, research or third mission needs that the project must satisfy;
 - d. the evaluation criteria of the projects admitted to evaluation;
 - e. the modalities of composition and constitution of the selection committee;
 - f. the deadline for submission of applications, normally of 30 days and in any case not less than 15 natural and consecutive days from the day following that of publication of the notice;
 - g. the clarification that the submission of the application for the purposes of expression of interest does not give right, in any case, to admission to the procedures of access to the qualifications of the teaching staff of the University;
 - h. useful information for the presentation of the project proposal by the candidates;
 - i. modalities of financial coverage of the position.
5. The application for participation in the selective procedure must be submitted with the modalities defined in the notice.

Article 15
Participation requirements

1. The following may participate in the selective procedures referred to in the present Title:
- a. full and associate professors in service for at least five years at other universities in the role corresponding to that for which the selection is announced;
 - b. scholars permanently engaged abroad in research or teaching activities, who have held for

at least five years at foreign universities an academic position equivalent on the basis of correspondence tables defined and updated every three years by the competent Ministry, having heard the National University Council;

c. research directors and first researchers at public research bodies or subjects included in permanent positions, or fixed-term pursuant to Article 1, paragraphs 422 and following of Law 27 December 2017, no. 205, of scientific hospitalization and care institutes (IRCCS), who carry out translational, preclinical and clinical research activity, in service for at least five years at the belonging body and in possession of national scientific qualification for the competition sector or the scientific-disciplinary group and for the level to which the procedure refers.

2. In case of procedures for the call of full professors, candidates are required to possess the requirements provided by current legislation for applicants for the commissions for National Scientific Qualification, referred to in Article 16 of Law no. 240/2010.

Article 16

Evaluation Committee

The evaluation is carried out by a committee appointed pursuant to Article 5 of this Regulation.

Article 17

Works of the committee

1. The Committee carries out the comparative evaluation of the projects of the candidates in conformity with the teaching, research or third mission needs that the project must satisfy and on the basis of the public discussion, functional to the overall evaluation. The committee, in the first meeting, defines in detail the criteria for evaluation of the project proposals set out below and establishes the calendar for carrying out the public discussions, which will be published on the university website in the page dedicated to the procedure, taking into account that it has 100 total points available for the evaluation of the projects, in relation to the teaching, research or third mission needs:
 - a. quality, originality and innovativeness of the project proposal;
 - b. correspondence of the project proposal with the teaching, research or third mission needs indicated by the Department;
 - c. coherence and congruence of the scientific profile of the candidate with the project proposal, evaluated on the basis of the scientific-professional curriculum, of the publications presented and of the public discussion.
2. In the second meeting the Committee carries out a comparative evaluation of the projects of the candidates in conformity with the teaching, research or third mission needs that the project must satisfy.
3. The discussion, which must take place in public session, will be aimed at evaluating the coherence and congruence of the scientific profile of the candidate with the project proposal.
4. In the concluding meeting the Committee, with resolution adopted by absolute majority of the members, formulates the final judgment following the comparative evaluation of the projects of the candidates in conformity with the teaching, research or third mission needs that the project must satisfy and on the basis of the discussion supported by the candidates.
5. The evaluation is considered positive if the candidate has achieved a score at least equal to

70/100, in relation to the project presented, to the scientific-professional curriculum and to the publications presented.

6. In case of more candidates selected positively, the Committee identifies the comparatively best candidate on the basis of the score achieved, placing the others in order of merit on the basis of the score achieved.
7. The merit ranking referred to in the previous paragraph 6 shall remain valid for six months from the date of approval of the acts, for the purposes of possible calls made necessary for the reasons and in conformity with Article 9, paragraph 4.

Article 18

Time limits for completion of the procedure

1. The Committee concludes its work within 60 days, starting from the day following the date of the Rector's Decree of its appointment.
2. The Rector may extend, only once and for not more than 30 days, the time limit for the conclusion of the procedure, for proven reasons, indicated by the President of the Committee. After the expiration of the time limit for the conclusion of the works, without the delivery of the acts, the Rector shall proceed to dissolve the Committee and to appoint a new one in replacement of the previous.
3. In the event that the Rector evaluates the existence of irregularities in the carrying out of the procedure, he/she sends, with a reasoned provision, the acts to the Committee, assigning a time limit to proceed to a re-examination.
4. The acts of the Committee are constituted by the minutes of the individual meetings and by the final report of the works carried out, together with the individual and collective judgments. The recording of the evaluation activities as well as the judgments expressed by the Committee must account for the logical path that led to the final evaluation of the candidacies.
5. The acts referred to in the previous paragraph 4 are transmitted, within seven days from the conclusion of the works, by the President of the Committee to the person responsible for the administrative procedure.
6. The Rector approves the formal correctness of the acts.
7. The final report and the Rector's Decree of approval of the acts of the procedure are published on the institutional website of the University. The Rector's Decree of approval of the acts is also published on the online notice board of the University.
8. The acts of the Committee, after their approval, are transmitted to the Department that requested the activation of the procedure, for the purpose of the formulation, to the Rector, of the proposal of call with the favorable vote of the absolute majority of the full professors, in the case of call of a full professor, or of the full and associate professors, in the case of call of an associate professor.
9. The proposal is then submitted, after opinion of the Academic Senate, to the approval of the Board of Directors, which expresses itself at the first useful meeting and in any case within the term of thirty days.
10. The proposal of call may also be formulated directly by the Academic Senate, without prejudice to the approval of the Board of Directors, according to the timing referred to in the previous paragraph.
11. For the calls referred to in the present Title 3, no new or greater burdens must arise on public finance, since the economic and social security treatment of the person called is borne by the University.

Title 4

Direct Appointment and Appointment of Scholars of High International Standing pursuant

to Article 1, paragraph 9, of Italian Law No. 230/2005

Article 19

Recipients of the calls

1. The Departments, or the Rector, may request the Board of Directors, which resolves after opinion of the Academic Senate, the direct call of those who are callable with such modality in conformity with what is provided by the legislation in force over time.
2. The Departments or the Rector may also proceed, according to the modalities referred to in paragraph 1, to the coverage of positions of full professor by direct call of scholars of clear fame.

Article 20

Procedure of call

1. The requests formulated by the Departments or by the Rector, containing the information specified in Article 2 of the present regulation, together with the proposal relating to the framing in the relevant salary class, taking into account the possible length of service, the position held by the person called in the institution of origin, the teaching-scientific experiences carried out and the scientific contributions provided, must be transmitted to the Board of Directors, as a rule within the month of March of the academic year preceding the proposed taking of service, and in any case simultaneously with the annual revision of the three-year planning of personnel.
2. The Board of Directors resolves on the proposals, verifying their coherence with the three-year development plans and with the Strategic Plan of the University, as well as the compliance with the hiring constraints imposed by current legislation. The proposals, identified by the Board of Directors, are transmitted to MIUR for the purposes of the prescribed clearance for appointment, together with the possible request for co-financing.
3. Having acquired the clearance of the MIUR, the Board of Directors resolves the appointment, determining the date of taking up service and the relevant salary class, in coherence with the departmental proposal.

Title 5

Final Provisions

Article 21

Coverage of positions of extraordinary professor

1. Pursuant to Article 1 paragraph 12 of Law 230/2005, the University may implement specific research programs on the basis of agreements with enterprises or foundations, or with other public or private subjects, which also provide for the temporary establishment, for periods not exceeding six years, with financial charges borne by the same subjects, of positions of extraordinary professor to be covered, by conferment of assignments of maximum duration of three years, renewable on the basis of a new agreement, to those who have obtained the qualification for the level of full professor, or to subjects in possession of high scientific and professional qualification. Among the latter are included those who have obtained the national scientific qualification for the level of full professors, pursuant to Article 16 of Law 240/2010.

Article 22

Mobility

2. To full and associate professors, what is provided for by DM 330 of 30/3/2022 on temporary

mobility applies.

Article 23
Transitional discipline

1. Pursuant to Article 29, paragraph 10, of Law no. 240/2010, the discipline of transfers referred to in Article 3 of Law no. 210/1998 applies exclusively to permanent researchers.
2. For full and associate professors, the transfer procedures are absorbed by what is provided by Article 18, paragraph 1, letter b, of Law no. 240/2010 and, therefore, governed by the present regulation.
3. On the basis of the provisions referred to in Article 29, paragraph 4, of Law no. 240/2010, those who have obtained the qualification for the roles of full and associate professor, at the outcome of procedures of comparative evaluation pursuant to the provisions of Law no. 210/1998, limited to the period of duration of such qualification, may be recipients of call on the basis of the provisions of the cited law.
4. The provisions referred to in Title 2 of the present regulation apply to the procedures for RTD b) referred to in Article 24 of Law no. 240/2010, in the text in force prior to the entry into force of Law no. 79/2022.

Article 24
Referral rules

1. To the procedures of call of full and associate professors referred to in the previous titles of the present Regulation, the current legislative provisions on incompatibility apply.
2. For what is not provided for by the present regulation and for what compatible, the provisions of law on the matter apply.
3. The present regulation enters into force on the day following that of its publication on the institutional website and on the online notice board of the University.