



UNIVERSITÀ DELLA
CALABRIA

**Regulations for the selection of fixed-term researchers under Article 24 of Law No. 240 of
December 30, 2010**

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Art. 1 Scope

1. In accordance with Article 24 of Law No. 240 of December 30th 2010, these Regulations govern the recruitment of qualified fixed-term researchers at the University of Calabria, through the conclusion of fixed-term subordinate employment contracts under private law and divided into type A contract holders and type B contract holders, in accordance with Article 24, paragraph 3 of the aforementioned Law.

Art. 2 Purpose

1. The aim of recruiting of fixed-term Researchers is to involve highly skilled scholars to carry out research, teaching, supplementary teaching and students' support activities, within the scope of a specific disciplinary sector and possibly in one or more scientific-disciplinary fields, at one of the Departments of the University of Calabria.

2. The University of Calabria proceeds to the awarding of the contracts referred to in Article 1 above according to selection procedures based on the evaluation of candidates' qualifications, scientific production and curriculum; contract awarding is governed by these Regulations in accordance with the principles set forth in the European Charter for Researchers referred to in the Recommendation of the Commission of the European Communities No. 251 of March 11, 2005 and the criteria referred to in Article 24, paragraph 2, letters a), b), c) and d), of Law No. 240 of December 30, 2010.

Art. 3 Financial coverage

1. The financial coverage of the charges (arising from recruitment) under these Regulations shall be provided:

- a) by the University and the Departments, taking resources from their own budgets;
- b) by the University and the Departments, some of the funds might also arise from specific agreements with public and/or private entities;
- c) by the University, with profits stemming from certified research projects (including third-party contracts) that have been collected and made available in the budget, in accordance with the procedures set forth in Paragraph 7.

2. The procedures for the recruitment of researchers on fixed-term contracts on university funds (paragraph 1, a) are implemented on the basis of the three-year planning referred to in Article 1, paragraph 105, of Law No. 311 of December 30, 2004, and in Article 1-ter of Decree Law No. 7 of January 31, 2005, converted, with amendments, by Law No. 43 of March 31, 2005, as well as the provisions of Article 5, paragraph 4, letter d), of Law No. 240 of December 30, 2010.

3. In addition to contractual burdens, the financial planning must also include:

- a) the sustainability of remuneration expenses over time, including increased burdens resulting from career progression, annual increases and career advancement;
- b) the availability of resources necessary for their contractual status as referred to in Article 24, paragraph 5, of Law No. 240 of December 30, 2010.

4. The duration of the agreements entered into for the awarding of type A contracts shall coincide with contracts duration and must be covered by an ad-hoc bank guarantee, as a security for the funding provided by the public and/or private Entity, which must cover the charges referred to in paragraph 3 above. The amounts must be paid in a lump sum or annually, two months before the start of contractual activities. Failure to pay within the prescribed time frame will result in the termination of the agreement and related contracts, which, for this purpose, will be subject to a specific termination condition.

5. Agreements stipulated for the awarding of type B contracts must last at least 15 years, based on the provisions of Article 17 below; in this case, the financial guarantee must cover the same duration of the agreement. The contribution can be paid in a lump sum or annually two months before the start of contractual activities or, in the case of annual financing, two months before the start of each subsequent year after the first. Failure to pay within the prescribed terms will result in the termination



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of the agreement and related contracts, which, for this purpose, will be subject to a specific termination condition.

6. Agreements, for the recruitment of both type A and type B researchers, are signed by the Rector.
7. Within the parameters of budget sustainability and exclusively in the hypothesis that the University as of 31st December of the previous year has an administrative surplus and displays an indicator of economic-financial sustainability (ISEF) greater than 1, it is allowed to allocate profits on certified research projects (including third-party contracts) already collected and made available in the university budget, to the funding of fixed-term contracts for researchers referred to in Article 24, paragraph 3, letter a) of Law No. 240/2010. To this end, a single university fund is established within the university budget for these resources. Among the relative resources available, the Board of Directors, after audit by the Board of Auditors, shall authorize the budget commitments and indicate the contracts it intends to initiate in a single resolution or, in cases of contract extension, the researchers involved and the amount necessary to fully cover the duration of the contract. The partial coverage (in terms of amount or duration) of activated or extended contracts is not allowed. Expenditure procedures are deliberated by the Board of Directors according to procedures defined by the Board, with the favorable opinion of the Academic Senate.

Art. 4 Type of employment relationship

1. The employment relationships that are established between the University of Calabria and fixed-term researchers under these Regulations can be: fixed-term subordinate contracts, or full-time/fixed-term contracts and they shall be stipulated in accordance with the relevant regulations in force.
2. The purpose of the contracts referred to in the previous paragraph is to carry out research, teaching activities, supplementary teaching and students' support activities. These activities shall be carried out in accordance within the scope, time and manner stipulated in the call and contract.

Art. 5 Call

1. Researchers are recruited by the University of Calabria based on three-year contracts.
2. Each Department, upon consideration of the amount of resources available, resolves on the proposal to issue a call for researchers by an absolute majority vote of professors and researchers.
3. The call by the department must include the following details:
 - a) the specification of the competition area and a profile, exclusively by indicating one or more scientific-disciplinary fields. This is the scope where the research, teaching, supplementary teaching and students' service activities stipulated in the contract are to be carried out;
 - b) the nature of full-time or fixed-term contract (for type A contracts only);
 - c) the requirements for admission to the selection, with special reference to the minimum standards referred to in Article 7, paragraph 4 below;
 - d) the maximum number of publications that each candidate shall submit, which - in any case – should not be lower than twelve;
 - e) detailed information on applicants' specific tasks, rights and duties, and the associated economic and social security arrangements;
 - f) the details of the overall financial coverage with an indication of the sources of funding and its amount;
 - g) any increase in the remuneration payable to researchers with type B contracts on the grounds of the activities to be carried out by them;
 - h) information on the required foreign language;
 - i) the research program and its duration;
 - l) specific educational needs, if any;



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m) any criteria consistent with the research needs of that Department set forth by the proposing Department, for the selection of candidates in case of equal merit results.

4. The Board of Directors, upon approval of the proposal of the Department, authorizes the issue of the call. The resolution shall be made executive by a decree of the Rector. The call, which may also be published in English, in addition to what is specified in the preceding paragraph, shall also include the following details:

- a) the option of contract termination for non-fulfillment of obligations by third parties under agreements providing for financial coverage of the contract;
- b) how candidates' applications, qualifications and publications should be sent electronically;
- c) how candidates should demonstrate they are in line with the requirements indicated in Table A attached to these Regulations;
- d) the procedures to report publicly the proceedings of the Committee referred to in Articles 8 and 9 below;
- e) the publication of the calls in the Official Gazette, on the institutional websites of the Department and of the University of Calabria, on the websites of the Ministry of Education, University and Research and as well as on the website the European Union.

Art. 6 Remuneration

1. The remuneration payable to type A contract researchers is equal to the initial remuneration of a confirmed researcher, depending on the scheme stipulated in the announcement.
2. For holders of type B contracts, the all-inclusive gross annual remuneration is equal to the initial remuneration of a full-time confirmed researcher; this amount can be increased up to a maximum of 30 percent, according to the proposal of the Department referred to in Article 5, Paragraph 3 (g).

Art. 7 Requirements for participation in the selection

1. Candidates holding a doctoral degree or equivalent, obtained in Italy or abroad, or holding a medical specialization diploma, for some specific fields, are eligible to participate in the evaluation procedures for researchers' contracts referred to in Article 1 above.
2. Candidates with a PhD qualification or equivalent qualification, or for some specific sectors, with a medical specialization qualification, who have been assigned type A fixed-term researcher contracts, as per art. 24, paragraph 3, a), of Law no. 240 of December 30, 2010, or candidates who have obtained the National Scientific Qualification to the positions of first or second rank professor, as per Article 16 of the same law, or candidates who hold a qualification of medical specialization, or who, for at least three years, including non-consecutive years, have benefited from research grants pursuant to Article 51, paragraph 6, of Law no. 449, or research grants under Article 22 of Law No. 240/2010 or post-doctoral fellowships under Article 4 of Law No. 398 of November 30, 1989, or similar contracts, grants or fellowships in foreign universities, are entitled to participate in the selective procedures for the recruitment of Researchers on fixed-term type B contracts. The duration of the contracts referred to in the first sentence of this paragraph can be cumulated.
3. Candidates who are already employed in Italy on a permanent basis as first or second rank university professors or as researchers on a permanent basis are excluded from the selection, even if they have concluded their contract.
4. Participants in the selections for type b) researcher contracts, must comply with the minimum standards of scientific quality set forth in Table A attached to these Regulations. Participants in the selections for type a) researcher contracts, must comply with the minimum standards of scientific quality defined by the proposing Department based on the scientific requirements that prompted the call.



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5. The prescribed requirements must be met on the date of the deadline for the submission of the application for admission to the procedure. Exclusion from the selection is ordered by the Rector's decision sent to applicants, as a rule, by registered mail.

Art. 8 Selection Committee

1. The committee that will carry out the procedures for the recruitment of type A fixed-term researchers consists of three members:

- a) a tenured professor, proposed by the professors of the Department, who is related to the competition area that is the subject of the call. The nomination proposal must receive the favorable vote of the majority of the tenured professors participating in the meeting of the Department Council.
- b) two tenured first-rank professors external to the University of Calabria, proposed by the professors of the Department, who are related to the competition sector that is the subject of the call or, in the case of a number lower than six, of the competition macro-sector defined by Ministerial Decree No. 855 of October 30, 2015, which defined the competition sectors, as grouped into competition macro-sectors under Article 15 of Law No. 240 of December 30, 2010. The nomination proposal must receive the favorable vote of the majority of tenured professors participating in the meeting of the Department Council.

2. The committee that will carry out the procedures for the recruitment of type B fixed-term researchers consists of three members:

- a) a tenured professor, proposed by the professors of the Department, who is related to the competition area that is the subject of the call. The nomination proposal must receive the favorable vote of the majority of the tenured professors participating in the meeting of the Department Council.
- b) two tenured first-rank professors external to the University of Calabria, proposed by the professors of the Department, who are related to the competition sector that is the subject of the call, selected from a shortlist of four names proposed by the Department's tenured professors; this shortlist shall take into account the principle of gender balance, where possible. The proposal of the four names to be randomly chosen must obtain the favorable vote of the majority of the tenured full professors participating in the meeting of the Department Council. The Department Council will conduct the draw in public session, in the presence of an official designated by the Head of Human Resources of the University.

As regards the members of the Committee referred to in Paragraph 1 and Paragraph 2, if the notice indicates a specific scientific-disciplinary field, at least one professor must be from the same scientific-disciplinary field.

3. Members of the Committees are identified from the Professors in charge at Italian Universities on the date of issuance of the appointment provision. The following figures are eligible to be members of the Examination Boards: 1) First-rank Professors possessing the requirements, in terms of threshold values in force, to participate as Commissioners in the of 1st rank National Scientific Qualification, as per art. 16 of Law 240/2010; 2) Second-rank Professors possessing the requirements, in terms of threshold values in force, to participate as Candidates in the 1st rank National Scientific Qualification, as per art. 16 above.

Possession of the above qualification requirements, based on the thresholds in force on the date of issuance of the call for applications, shall be certified by the Department Council in the resolution transmitted to the Administration.

4. The Rector's Decree appointing the Committee will be published on the institutional websites of the Department and the University of Calabria.

5. The members of the Committee will not receive any remuneration, it being understood that the proposing Department will have to ensure the financial coverage of the reimbursement of any expenses incurred by the external members of the Committee.



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Art. 9 Proceedings of the Committee

1. The first meeting of the Commission will be convened by the tenured professor referred to in a) of the previous article 8 concerning the manner of setting up the Selection Committee.
2. In its first meeting, which may also be held electronically, the Selection Committee appoints a Chairman and Secretary and defines the criteria and parameters for the evaluation of candidates' qualifications, curriculum and scientific works in accordance with what is detailed in paragraph 4 below.
3. The committee shall check whether the scientific requirements set forth in Article 7 of these Regulations are met.
4. The criteria and parameters, also internationally acknowledged, will be based on those identified by decree of the Minister, after consultation with ANVUR (Agency for the Evaluation of Universities and Research Institutes) and the CUN (National Council of Universities). Pending the issuance of the decree referred to in the previous paragraph, the parameters and criteria set forth in the Ministerial decree adopted in implementation of Article 1, paragraph 7, of Decree Law No. 180 of November 10, 2008, converted, with amendments, by Law No. 1 of January 9, 2009, shall apply.
5. The criteria will be made available on the institutional websites of the Department and the University of Calabria at least seven days before the prosecution of the proceedings.
For the purpose of the selection, therefore, the Committee shall conduct a preliminary assessment of the candidates, as a result of which the candidates to be admitted to the discussion stage referred to in paragraph 7 below are identified. This preliminary evaluation shall include a reasoned analytical judgment of the qualifications, curriculum, and scientific work of candidates so as to determine a comparative framework to identify the worthiest candidates. Such preliminary evaluation will take place according to the criteria and parameters identified by decree of the Minister of Education, University and Research, after consulting ANVUR and CUN that are also acknowledged at an international level. The candidates to be admitted to the discussion, shall be identified in a range between ten and twenty percent of the number of candidates admitted to the selection and, in any case, their number shall not be lower than six.
6. At the end of the aforementioned preliminary evaluation phase, the Commission shall transmit the list of candidates admitted to the public discussion of qualifications and publications to the relevant Offices of the Administration, also specifying the dates on which the discussion will be held, in order to convene the candidates. During the public discussion, the Committee will also assess candidates' knowledge of the foreign language indicated in Article 5, Paragraph 3.
7. At the end of the proceedings, after scoring the qualifications and each of the publications submitted by the candidates admitted to the public discussion, the Commission, through a decision taken by a majority of its members, identifies the winner of the selection or winners with equal merit.
8. The Committee must conclude its work within four months starting from the date of the Rector's decree of appointment. The Rector may extend the deadline for the conclusion of the procedure for two months due to justified reasons indicated by the President of the Committee. If the proceedings have not been completed by the deadline, the Rector, by means of an ad-hoc measure, shall initiate the procedures for the replacement of the members who have been the causes of the delay and, at the same time, he/she shall set a new deadline for the completion of the proceedings.



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9. Upon authorization of the Rector, the committee may avail of telematic tools for collegial activities. The Rector may also authorize the use of telematic tools for the sessions devoted to the public discussion with the candidates, as well as the assessment of their knowledge of a foreign language, which normally take place at the University of Calabria.

Art. 10 Approval of the records

1. Upon completion of the selection, all the records of the selection procedure shall be delivered to the relevant Offices of the Administration by the Chairman of the Commission or his or her delegate.
2. The Rector shall ratify by his/her own decree the overall regularity of the procedures performed and approve the documents within 30 days of the above delivery. Should the Rector find formal defects, within a 30-day period, he/she shall refer the documents to the Chairman of the Commission for formalization by means of a reasoned measure and set the deadline for the formalization of documents.
3. The Rector's Decree of approval of the documents with the attached judgments on the candidates is published on the institutional websites of the Department and of the University of Calabria as well as on the Official University Register.

Art. 11 Call of fixed-term researchers

1. The proposing Department shall formulate a "proposal for the call" of the comparatively best candidate by means of an adequately motivated and appropriate resolution, adopted by an absolute majority vote of first and second rank professors. In case of equal merit judgments, the deliberation will ensure that the precise reasons for the candidate's choice are fully explained in accordance with the criteria stipulated in the notice referred to in Article 5, paragraph 3, letter m) above. Such a proposal must, however, take into account the criteria set forth in Article 18, paragraph 1, letters b) and c) of Law No. 240 of December 30, 2010, concerning kinship or affinity, and the rules contained in the Code of Ethics, referred to in Article 2, paragraph 4, of the same law. If the Department does not intend to exercise the option of the equal merit judgment, and it does not make use of the selection criteria referred to in Article 5(3)(m) above, the Committee is required to identify only one winner.
2. The proposal for the appointment is approved by resolution of the Board of Directors and made enforceable by a Rector's Decree.
3. The effective date of the relevant contract shall normally be November 1st of each year. However, for justified academic-scientific needs at the time of the proposal for the call, the department may require the contract to be immediately effective.

Art. 12 Duties of researchers on fixed-term contracts

1. Fixed-term researchers contribute to the development of university scientific research and perform teaching, supplementary teaching and students' support tasks. In addition, they participate in assessment committees for the courses where they have carried out teaching and/or supplementary teaching activities. They may also supervise dissertations for graduations at University.
2. The teaching duties of type b) fixed-term researchers are specified in the call for applications, and their duties are detailed in the contract and refer to the whole contract duration. The Department to which researchers are attached, may, in collaboration with the researcher, make changes in teaching engagements on the basis of justified needs of the department.
3. Type a) researcher, are not obliged to perform teaching activities; they may, however, participate in the selections for the awarding of teaching assignments, the performance of which, will not fall within their institutional duties.



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Art. 13 Conclusion of individual employment contracts

1. Upon signature of the contract, researchers will be asked to declare, under their own responsibility, that they do not fall in any of the situations of incompatibility indicated in these regulations, as well as that, if they are civil servants, they have defined their position with the institution where they work, in accordance with the regulations applicable to it.
2. Pursuant to Article 24, paragraph 4, of Law No. 240 of December 30, 2010, type A contracts may entail either full-time or part-time regime. Type B contracts, are concluded exclusively on a full-time basis. The total annual workload for the performance of teaching, supplementary teaching and students' support activities is 350 hours (including at least 60 hours of lecturing) for the full-time regime and 200 hours (including at least 40 hours of lecturing) for the part-time regime.
3. The University of Calabria shall cover insurance costs related to accident and liability risks. In case of co-financing, part of the expenses shall be covered by the funds allocated for the contract.

Article 14 Incompatibilities

1. The performance of freelance professional activity is incompatible with the full-time employment status.
The provisions of Articles 13, 14 and 15 of Presidential Decree No. 382 of July 11, 1980 remain unaffected, without prejudice to the provisions of the agreements adopted pursuant to Article 6, Section 13, of Law No. 240/2010.
2. Exception is made for the establishment of university spin-off or start-up companies, in compliance with Articles 2 and 3 of Legislative Decree No. 297 of July 27, 1999, also by undertaking formal responsibilities in this field, within the time limits and in accordance with the regulations on the subject of the University of Calabria, in compliance with the criteria defined by regulations adopted by Ministerial Decree as provided for in Article 17, paragraph 3, of Law No. 400 of August 23, 1988.
3. Full-time researchers, subject to the fulfillment of their institutional commitments, are allowed to freely perform, with remuneration, evaluation and refereeing activities, deliver occasional lectures and seminars, carry out scientific collaboration and consulting activities, scientific and cultural communication and dissemination activities, as well as publishing and editorial activities.
4. With prior authorization of the Rector, full-time researchers can also carry out teaching and research activities, as well as institutional and managerial duties without subordination at public and private non-profit bodies, provided that no situation of conflict of interest with the University of Calabria arises, and on condition that the activity does not represent a detriment to the teaching, scientific and managerial activities entrusted to them by the University of Calabria.
5. Researcher's fixed-term contracts cannot be combined with similar contracts albeit signed with other universities or with private scientific facilities, neither with the attendance of a PhD course, nor with research grants under Article 51 of Law No. 449 of December 27, 1997, or postgraduate scholarships or research grants in Italy or abroad.
6. Researchers on fixed-term contracts can perform free-lance and self-employment activities, including ongoing ones, as long as they do not entail situations of conflict of interest with the University of Calabria. They can also carry out teaching and research activities at foreign universities or research bodies, subject to the authorization of the Rector who assesses the compatibility with the fulfillment of institutional responsibilities.

Art. 15 Contract duration

1. The total duration of the terms of the relations established with the holders of the contracts referred to in these Regulations and with the holders of research grants under Article 22 of Law No. 240 of December 30, 2010, in any case must not exceed twelve years, including non-continuous contracts.



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For the purposes of duration, researcher contracts with different universities must be reckoned, whether state, non-state or telematic, as well as with public research and experimentation institutions and bodies, the National Agency for New Technologies, Energy and Sustainable Economic Development (ENEA) and the Italian Space Agency (ASI), and institutions whose postgraduate scientific diploma has been recognized as equivalent to the title of PhD in accordance with Article 74, fourth paragraph, of Presidential Decree No. 382 of July 11, 1980. Periods spent on maternity or medical leave in accordance with the current regulations do not count in terms of duration of the aforementioned relationships.

Article 16 Extension of type A contracts

1. Type A researcher contract lasts three years and is nonrenewable. However, it may be extended only once for two years. The extension occurs after positive evaluation of the teaching and research activities carried out, based on modalities, criteria and parameters defined by Ministerial Decree.
2. The submission of the extension proposal for the Type A contract by the Department, which must be approved by an absolute majority vote of first- and second-rank professors, must be filed with the Rector at least three months prior to the expiration date of the contract.
3. In addition, the corresponding resolution of the Department must expressly specify the funds to guarantee financial coverage for the two-year extension period.

Art. 17 Eligibility of type B contract holders for associate professorship

1. During the third year of type b) researchers' contract, ex art. 24, subsection 3, of Act No. 240/2010, at the request of the person concerned, the University shall assess whether the contract holder possesses the scientific qualification provided for by Art. 16 of the same law, for the purpose of being appointed to the position of associate professor pursuant to art. 18, paragraph 1, letter e) of Law no. 240/2010. In accordance with the provisions in force, if the evaluation is positive, the holder of the contract will be classified as an associate professor upon expiry of the contract.
2. The evaluation is carried out following internationally recognized quality standards, in accordance with the criteria set out in Ministerial Decree no. 344 of 4.8.2011, referred to in Article 24, paragraph 2, letter c) of Law no. 240/2010. The evaluation procedure will be published on the institutional websites of the Department concerned and of the University of Calabria.
3. In the circumstances provided for in Article 24, paragraph 5, concerning the recruitment to the position of associate professor of researchers referred to in Article 24, paragraph 3, letter b) of Law no. 240/2010, the Departments, during the third year of the contract and no later than six months prior to the expiration of the contract, start the evaluation procedure of each contract holder who has achieved the scientific qualification, pursuant to Article 16 of Law no. 240/2010.
4. The researchers' teaching, complementary teaching, and students' support activities, as well as their research activities, will be evaluated by the Department Council, according to the quality standards identified under the criteria set forth in Ministerial Decree no. 344 of 4.8.2011, based on a report prepared by the researcher, including a curriculum vitae. In case of a positive result, the proposal for the call will be submitted to the Board of Directors for approval, subject to the positive votes of the Academic Senate.

When the resolution is approved, the department prepares a detailed report on the researcher's teaching, supplementary teaching, students' support, and research activities.

5. The proposal for the call is made by resolution of the Department Council, meeting in a restricted session, approved with the favorable vote of the absolute majority of first- and second-rank professors, according to the provisions of Article 18, paragraph 1, letter e) of Law No. 240/2010.

Art. 18 Final rules

1. For all matters not provided for in these Regulations and to the extent of their compatibility, the provisions on the legal treatment of unconfirmed researchers set forth in Decree-Law No. 57 of March



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2, 1987, converted by Law No. 158/87, shall apply.

2. The provisions of the Bylaws and Regulations of the University of Calabria with reference to the discipline concerning active and passive eligibility of university researchers in the academic bodies apply to the private law contract holders referred to in Article 24 of Law No. 240 of December 30, 2010, insofar as they are compatible with the nature of the contract stipulated with the University of Calabria.

Article 19 (Entry into force)

1. These Regulations enter into force on the date of the corresponding Rector's decree of enactment.



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TABLE A

AREA 01 - MATHEMATICS AND COMPUTER SCIENCE

under **Mathematics** Area - **MAT/01-09** sectors: at least 5 publications relevant to the sector or however significantly related to it.

under **Computer Science** Area - **INF/01** sector: at least 5 papers published in journals, in refereed conference proceedings, doctoral dissertation or books, each of them accompanied by the indication (by the candidate) of at least 5 citations which appeared in journal articles, in refereed conference proceedings or books not written by the candidate.

AREA 02 - PHYSICS: minimum 7 papers published in ISI journals (or at least in refereed journals) in the past 7 years. Have at least 50 citations of one's scientific production.

AREA 03 - CHEMICAL SCIENCES: at least 15 papers published in ISI journals (or in refereed journals otherwise).

AREA 04 - EARTH SCIENCES: at least 12 papers published in refereed journals including no less than 9 papers published in ISI journals; no fewer than 5 papers (at least 3 of which are in ISI journals) published in the 5 years preceding the call for applications.

AREA 05 - BIOLOGICAL SCIENCES: minimum 20 papers with at least 50% of them published in the 8 years preceding the call for applications.

AREA 06 - MEDICAL SCIENCES: no less than 10-30 papers published in the past 8 years in ISI journals (or otherwise in refereed journals) where the candidate is the first or last name in at least half of these papers.

AREA 07 - AGRICULTURAL AND VETERINARY SCIENCES: at least 10-20 papers published in refereed journals, including minimum 5-10 in ISI journals, no less than 5-8 papers published in the last 5 years prior to the call for applications and be first, second or last name or corresponding author in at least 5-8 papers.

AREA 08 - CIVIL ENGINEERING AND ARCHITECTURE: at least 3-6 scientific papers in the following categories:

papers published in ISI journals;

published works with national/international dissemination (monographs featuring scientific content, editing of volumes with a scientific focus, exhibition catalogs, essays in volumes with a scientific or innovative nature in the conveyance of knowledge, drawings and multimedia representations of high aesthetic and scientific content);

innovative projects of works and artifacts characterized by high scientific - technological content; patents or licenses.

At least half of these works must date back to the last 5 years.

AREA 09 - INDUSTRIAL AND INFORMATION ENGINEERING: at least 15 international reviewed publications of international dissemination.

AREA 10 – ANTIQUE PHILOLOGICAL LITERATURE AND HISTORICAL-ARTISTIC SCIENCES: at least 2 research monographs or critical editions (of texts or findings from excavations, field or museum research), or of lexicon and at least 6 essays or articles in journals or volumes with ISSN or ISBN, demonstrating continuity over time and originality of scientific production, in broadening the range of interests. As an alternative to one of the 2 monographs, an additional 5 challenging papers having the above-mentioned features are required.

AREA 11 - HISTORICAL PHILOSOPHICAL PEDAGOGICAL AND PSYCHOLOGICAL SCIENCES: at least 2 monographs, or at least 1 monograph and a number of contributions which can be considered equivalent to a monograph in terms of effort and unity of research. In addition, it is required a range of significant contributions (at least 6), with reference to the established procedure in the scientific



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community that demonstrates continuity and constancy in research efforts and emphasizes the broadening of interests.

AREA - 12 LEGAL SCIENCES: author of 2 monographic volumes or author of a monographic volume and at least 8 papers published in journals or collective studies of national or international dissemination in the last 5 years.

AREA 13 - ECONOMIC AND STATISTICAL SCIENCES: co-author/author of no less than 6 publications provided that at least 2 of them are published in journals of high scientific relevance, including at least 1 of international standing, from editors who transparently apply anonymous and independent reviewing.

Publications must have been produced within the past 5 years.

AREA 14 - POLITICAL AND SOCIAL SCIENCES: AT LEAST 2 MONOGRAPHS AND 8 publications. A monograph can be replaced by 4 papers in major journals or contributions in edited volumes, including at least 2 in relevant foreign journals or in edited volumes issued by foreign publishers significant to the international scientific community.



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