



Regulations concerning the recruitment of full and associate professors

pursuant to Articles 18 and 24 of Law no. 240/2010

Title I

General Provisions

Article 1 – Scope of Implementation

1. In accordance with the laws in force and in compliance with the principles set out in the European Charter for Researchers and the Code of Ethics of the University of Calabria, the following Regulations apply to the procedures for the recruitment of full and associate professors.

Article 2 – Start of procedures for the the call and University applications

1. Each Department submits requests to recruit full and associate professors, taking into account specific teaching and scientific needs within the limits of the three-year planning of staff recruitment and of the resources allocated to it.
2. The Department's proposal must specify one of the following recruitment procedures as well as the reasons for the choice:
 - a) call for associate and full professors, through selections pursuant to Article 18, paragraph 1 of Law No. 240/2010, referred to in Title II below. With the exception of the provisions set forth in letter d) below, the call for full professors shall be made exclusively on the basis of selection procedures referred to in this letter a);
 - b) call for associate professors by means of evaluation procedures of fixed-term researchers, type 'B' contracts as per the relevant University Regulation, with the national scientific qualification pursuant to Article 24, paragraph 5 of Law no. 240/2010, as per Title III below;
 - c) call for associate professors of permanent employed researchers at the University, with the national scientific qualification, referred to in Title IV below, by means of evaluation procedures pursuant to Article 24, paragraph 6 and Article 29, paragraph 8 of Law no. 240/2010.
 - d) call for full and associate professors, meeting the requirements set forth in Article 18, paragraph 4 of the same law, as described in Title II below, through a selection procedure pursuant to Article 18, paragraph 1 of Law No. 240/2010.
3. For calls under letters b) and c) of the preceding paragraphs, proposals must specifically indicate quality standards and further elements of qualification deemed necessary for vacancies being filled, with reference to the general criteria set out in Ministerial Decree no. 344 of 04.08.2011.
4. Together with the number of vacancies to be filled, the resolution triggering the Departments' calls for applications must explicitly provide for:
 - a) categories for which positions are being applied for;
 - (b) selection sectors, or alternatively limited to the procedures referred to in sub-paragraphs (b) and (c) of the preceding paragraph, macro-sectors, for which positions are applied for;
 - c) indications of one or more scientific disciplines exclusively for the purpose of identifying specific profiles;



- d) criteria relating to the quality standards referred to in Article 2, paragraph 3, of these Rules and Regulations and additional teaching and scientific qualifications deemed necessary for positions for which vacancies are being filled;
- e) information on the specific duties, rights and obligations, and on salaries and social security treatments;
- f) procedures for covering positions, as provided for in Article 2(2) of these Regulations;
- g) vacancies' financial terms.

5. As per procedures referred to in Article 2(2)(a), (b), (c) and (d) of these Regulations, the Department resolution may provide for:

- a) language, whose knowledge is required in relation to the teaching requirements for courses taught in a foreign language;
- b) maximum number of scientific publications that candidates have to submit, which, however, may not be less than twelve;
- c) candidates' interviews carried out by the Assessment Selection Board;
- d) criteria for assessing qualifications attesting other university activities, particularly institutional, managerial, organisational and service activities and those relating to elective governing bodies at Italian and foreign universities research institutions.

6. Proposals to start call for procedures as referred in these Regulations shall be approved by Departments' resolution, adopted by an absolute majority of tenured full professors for the call of full professors as well as of tenured full and associate professors for the call of associate professors.

7. The provisions set out in Article 1 - paragraph 9 - of Law No. 230/2005 for direct calls shall remain in force.

Article 3 – Approval of call for proposals

1. The proposals to start the call for procedures referred to Article 2 of these Rules and Regulations shall be forwarded to the Board of Directors. The Board of Directors approves and forwards them to the Magnificent Rector for the issuing of the call, also on the basis of the evaluation of their congruence with the University's planning guidelines and of the actual availability of the necessary resources.
2. In the framework of the three-year planning schedule, the University shall allocate resources corresponding to at least one fifth of the vacancies available for tenured professors for the call of the candidates indicated in Article 18, paragraph 4 of Law no. 240/2010.



**Calls for applications subsequent to selection procedures pursuant
to Article 18, paragraph 1 of Law No. 240/2010**

Article 4 – Selection procedures

1. Following to the Board of Directors resolutions, the Rector issues specific calls for applications which will be published on the institutional site of the University of Calabria and on the institutional sites of the Ministry of Education, Universities and Research and of the European Union and posted on the University Official Notice Board.
The notice of the calls for applications will be published in the *Gazzetta Ufficiale* (Official Journal).
2. The notice shall contain:
 - (a) number of vacancies to be filled;
 - (b) categories for which vacancies are to be filled;
 - (c) sectors for which positions are being applied for;
 - (d) indications of one or more potential scientific-disciplinary fields exclusively for the purpose of identifying specific profiles;
 - (e) specific tasks to be performed by professors;
 - (f) departments to which the selected candidates will make reference to;
 - (g) salaries and social security conditions, without prejudice to the salary in force in cases of already tenured University professors;
 - (h) subjective requirements for procedure admission;
 - (i) maximum number of papers, if any, to be submitted by candidates, which may not be less than twelve;
 - (j) indications of the foreign language used to test candidates' language skills, if any, as in the cases referred to in Article 2(5)(a) of these Regulations;
 - (k) procedures and deadlines for applications submission;
 - (l) general assessment criteria to be followed by the Assessment Board;
 - (m) indications of professors' rights and duties;
 - (n) any criteria for assessing qualifications attesting other university activities, particularly institutional, managerial, organisational or service activities and those relating to elective governing bodies at Italian and foreign universities and research institutions.

Article 5 – Requirements to participate in the selection

1. The selection is open to the following profiles:
 - a) candidates who have been awarded the national scientific qualification pursuant to Article 16 of Law No. 240/2010 for the competition sector or for one of the competition sectors included in the same macro-sector and for positions covered by the procedures, or for higher positions provided that they do not already cover the same higher positions;
 - b) candidates who have obtained the qualification pursuant to Law n. 210/1998 for the category corresponding to the one in relation to which the call for applications has been issued, limited to the time span of the same;



- c) professors already employed at other Universities on the date Law n. 240/2010 came into force in the category corresponding to the one for which the call for applications is issued;
 - d) scholars permanently engaged abroad in university research or teaching activities at the same level as the one being advertised, on the basis of tables of correspondence defined by the Ministry of Education, University and Research.
2. Those related up to the fourth degree with a professor belonging to the Department or office issuing the call, or with the Rector, the Director General or a member of the University Board of Directors shall not be allowed to participate in the call for procedures.

Article 6 – Assessment Selection Board

1. The Assessment Selection Board is appointed by the Rector after the deadline for applications submission, upon appointment by the Department Board concerned, by an absolute majority of full professors.
2. The Selection Board shall consist of three or five full professors:
 - (a) one tenured professor, pertaining to the competition sector, referred to in the call for applications and appointed by an absolute majority of the Department's full professors;
 - (b) two tenured professors (or four professors, if the number of members is five) from other Universities, pertaining to the competition sector, referred to in the call for applications, designated by drawing lots from a shortlist of four names (or eight names, if the number of members is five) suggested by an absolute majority of the Department's senior full professors, whose members must take into account the principle of a balanced gender Selection Board, if applicable.

The Department Board shall draw lots in public session, before an officer appointed by the University Head of the Human Resources Area.

As per the Selection Board's composition, should the notice indicate a scientific discipline, at least two of the professors making up the Selection Board – in case of three-member Selection Boards – and at least three of the professors making up the Selection Board – in case of five-member Selection Board – must belong to the scientific discipline specified in the notice.
3. Members of the Selection Boards shall be selected among those professors employed at Italian Universities on the date of issue of the appointment. Professors meeting the requirements to participate – in terms of the thresholds in force – as Commissioners in the National Scientific Appointment referred to in Article 16 of Law 240/2010 are entitled to be members of the Selection Boards.
4. Based on the thresholds in force on the date of the issue of the notice, the aforementioned qualification requirements shall be attested by the Department Board in the resolution forwarded to the Administration.
5. The effective number of members is left to the autonomous decision of the proposing Department, also according to specific disciplinary fields.
6. The Selection Board shall carry out its work on a collegiate basis, adopting its resolutions by an absolute majority.
7. Members of the Selection Board shall be made public by posting the Rector's Decree of appointment of the Selection Board on the institutional website of the University.



8. No payments whatsoever to the members of the Selection Board is admitted, it being understood that the proposing Department will have to guarantee the financial reimbursement of any expenses incurred by the external members of the Selection Board.

Article 7 – Regulations for selection procedures

1. Selection Board members shall appoint the Chairperson and the Administrative assistant during the first meeting, which may also take place online and shall clarify the merit criteria for candidates' comparative evaluation, in compliance with the general criteria indicated in the notice.
2. The Selection Board may continue to carry out its tasks online in future meetings as well, notifying the Rector accordingly.
3. On the basis of the criteria set out in paragraph 1 above, the Selection Board shall carry out a comparative evaluation among applicants through assessments and comparisons of their curricula, scientific publications and teaching activities.
4. Among the specified qualifications pursuant to paragraph 1, assessments obtained by the candidates on their scientific activity, following the National Scientific Appointment procedure, shall constitute qualifications that may be evaluated, but that are not binding on the Selection Board.
5. At the end of its work and by resolutions adopted by a majority of its members, the Selection Board shall select the best-qualified candidate on the basis of the comparative evaluation's results, or, in the event of a procedure envisaging the recruitment of more than one candidate, the best-qualified applicants for the competition sector and, if indicated, the disciplinary scientific sector for which vacancies were advertised.

Article 8 – Conclusion of Selection Board's Activities

1. The Selection Board must conclude its work within four months from the date of the Rector's decree of appointment. The Rector may postpone the deadline for the conclusion of the procedures by two months for documented reasons indicated by the Selection Board Chairperson. If the activities are not concluded within the set deadline, the Rector shall start the procedures for the replacement of the members responsible for the causes for the delay, by indicating the reasons for this measure and at the same time, shall set a new deadline for the completion of the activities.

Article 9 – Acts Approval

1. After the conclusion of the proceedings, all the acts of the selection procedure are delivered to the relevant Central Administration offices by the Selection Board Chairperson or by a delegate.
2. Within 30 days from the aforementioned delivery, the Rector shall ascertain the overall regularity of the procedure performed by means of his own decree and approve the documents. Should the Rector find any procedural defects, the documents shall be sent back to the Selection Board Chairperson for official approval within 30 days, stating the reasons for this measure and establishing a new deadline within which the latter must take place.



3. The rector's decree approving the acts together with the candidates' assessments attached is published on the institutional websites of the Department and of the University of Calabria as well as on the University Official Notice Board.
4. The appointment of the most qualified candidate or, in case of procedures providing for appointments of more than one candidate, of the most qualified candidates, is subject to the conclusion of the procedure referred to in Article 10 of these Regulations.

Article 10 – Appointments of successful candidates

1. By means of a grounded resolution taken within two months of the approval of the acts referred to in Article 9 above, the Department either recommends the call for the most qualified candidate (or the most qualified candidates in the case of calls for applications to fill several vacancies), or decides not to propose the call.
2. In any case, the decision of the Department shall be made by an absolute majority of full professors for the call of full professors and of full and associate professors for the call of associate professors.
3. If the Department resolves not to propose the call, or if it allows the term referred to in paragraph 1 to elapse without adopting any resolution, it may not request the filling of a tenured position in the same category and in the same competition or disciplinary scientific sector, if any, for which the procedure was advertised within the thirty-six months following the approval of the acts.
4. Calls for proposals, approved by the Department, are approved by the Administrative Board. Recruitment procedures are ordered by Rector's decree.
5. In the event of waivers from calls for admission on behalf of the most qualified candidates or candidates' failure to take up appointments, a new selection shall be carried out.

Title III

Appointments as tenured full professors by means of evaluation procedures of researchers with fixed-term type 'B' contracts with national scientific qualification pursuant to Article 24, paragraph 5 of Law no. 240/2010.

Article 11 – Procedures

1. Please refer to the University Regulations for the selection of researchers on fixed-term contracts as per Art. 24 of Law 240 of 30 December 2010.

Article 12 – Calls for applications

1. Please refer to the University Regulations for the selection of fixed-term-contracts researchers referred to in Article 24 of Law 240 of 30 December 2010.

Title IV



Calls for applications for tenured full professors of researchers with permanent contracts currently working at the University and already holding the national scientific qualification by means of assessment procedures pursuant to Art. 24, par. 6 and Art. 29, par. 8 of Law no. 240/2010.

Article 13 – Assessment Procedures

1. Following the resolution of the Board of Directors, the Rector issues a specific call for applications. The call shall be published on the Official List, as well as on the institutional sites of the University and of the Department concerned.
2. In the notice, the following details must be specified:
 - a) number of vacancies to be filled;
 - b) competition sectors or alternatively the macro-sector for which vacancies are being applied for;
 - c) indications of one or more scientific disciplines exclusively for the purpose of identifying specific profiles;
 - d) specific tasks to be performed by professors;
 - e) economic and social security conditions, without prejudice to the remuneration in force in the case of professors already working at the University;
 - f) subjective requirements for admission to the procedure;
 - g) the maximum number of publications, if any, to be submitted by candidates, which may not be less than twelve;
 - h) any indication as to the foreign language for the assessment of the candidate's language skills, in the cases referred to in Article 2(5)(a) of these Regulations;
 - i) procedures and deadlines for submitting applications;
 - l) indications on general assessment criteria to be followed by the Selection Board;
 - m) indications of professors' rights and duties;
 - n) any criteria for assessing qualifications attesting other university activities, especially institutional, managerial, organisational and service activities and those relating to elective governing bodies and research bodies at Italian and foreign universities.

Article 14 – Requirements for participation in the selection

Selection procedures are open to permanent-contracts researchers working at the University, who hold the national second level scientific qualification for the competition sector, subject of the procedure, or for one of the competition sectors included in the macro-sector, provided that the call has been requested on a whole macro-sector.



Article 15 – Selection Board and Assessment Criteria

1. The Assessment Selection Board is appointed by the Rector after the deadline for submitting applications, upon designation by the Department Board concerned.
2. The Selection Board consists of three to five full professors:
 - a) one tenured professor, pertaining to the competition area, referred to the call for applications, and appointed by an absolute majority of the Department's full professors;
 - b) two professors (or four professors, if the Selection Board's composition consists of five members) from outside the University of Calabria, pertaining to the competition sector referred to the call for applications, designated by drawing lots from a shortlist of four names (or eight names, if the Selection Board's composition consists of five members) submitted by an absolute majority of the Department's full professors, whose composition must take into account, if applicable, the principle of a balanced gender Selection Board. The Department Board shall draw lots in public session, before an officer appointed by the Head of the Human Resources Area of the University. As per the Selection Board, should the notice specify a scientific-disciplinary field, at least two of the professors making up the Selection Board (in the case of Selection Boards made up of three members) and at least three of the professors making up the Selection Board (in the case of Selection Boards made up of five members), must belong to the scientific-disciplinary field specified in the notice.
3. Members of the Selection Board shall be selected among the professors working at Italian Universities on the date of issue of the appointment. In terms of the thresholds in force, professors with the necessary requirements to participate as Commissioners in the National Scientific Qualification referred to in Article 16 of Law 240/2010 are entitled to be members of the Selection Board.
4. Subject to the thresholds in force on the date of issue of the notice, the aforementioned qualification requirements will be attested by the Department Board in the resolution forwarded to the Administration.
5. The actual number of members of the Selection Board is left to the autonomous decision of the proposing Department, also depending on the specific disciplinary field.
6. The Selection Board shall carry out assessments on the basis of criteria and quality standards set out in Ministerial Decree no. 344 of 4 August 2011 and of the additional teaching and scientific qualifications envisaged by the Department and deemed necessary for the vacancies being applied for.
7. The Selection Board shall carry out its work as a whole, adopting its resolutions by an absolute majority.
8. The Selection Board's members shall be made public through the publication of Rector's Decree appointing the Selection Board on the University institutional website.
9. No payments whatsoever to the members of the Selection Board is admitted, it being understood that the proposing Department will have to guarantee the financial reimbursement of any expenses incurred by Selection Board's external members.



Article 16 – Conclusion of Selection Board’s Activities

1. The Selection Board must conclude its work within 30 days from the date of Rector's decree of appointment. The Rector may extend the deadline for the conclusion of procedures up to a maximum of 30 days for documented reasons indicated by the Selection Board Chairperson. If activities are not completed within the set deadline, the Rector shall start the procedures for the replacement of the members responsible for the causes for the delay, by indicating the reasons for this measure and at the same time, shall set a new deadline for the activities to be completed.

Article 17 – Acts Approval

1. Within 30 days after receiving the documentation of the evaluation procedure, the Rector ascertains the procedure overall regularity by decree and approves the acts. Should the Rector find any procedural defects, the documents shall be returned to the Selection Board Chairperson for regularisation within 30 days, stating the reasons and establishing the new deadline for the regularisation to take place.

Article 18 – Calls for applications

1. Following the completion of selection procedures, the Department Board submits a proposal to the Board of Directors, within 30 days from the approval of the Selection Board’s acts, to call the most qualified candidates to fill the scientific teaching positions for which vacancies are advertised.
2. The proposal resolution is adopted by an absolute majority of full and associate professors.

Title V

Common provisions

Article 19 – Conflicts of interest

1. The current legislative provisions on conflicts of interest shall apply to the calls for applications’ procedures for full and associate professors referred to in the preceding titles of these Rules and Regulations.

Title VI

Final Provisions

Article 20 - Recruitment of successful candidates pursuant to Law 210 of 3 July 1998.



On the basis of the provisions envisaged by Article 29, paragraph 4 of Law No. 240/2010, those professors have obtained eligibility for the roles of associate professor and full professor at the end of comparative evaluation procedures pursuant to the provisions of Law No. 210/1998, limited to the time span of such eligibility, may be called upon provisions of the above mentioned Law No. 240/2010.

Article 21 - Entry into Force and Referral

1. These Rules and Regulations shall enter into force on the date of the relative Rector's Decree.
2. They shall be published by posting them on the Official Notice Board of the University of Calabria and on its institutional website.
3. For all matters not expressly provided for in these Regulations, the provisions of law in force shall be applied.