



Amendments to the University Regulation governing the procedure for the appointment of first and second level tenured professors at the University of Cagliari pursuant to the provisions of Law No. 240/2010 (DR n1166/2022 del 22/12/2022)

THE RECTOR,

HAVING REGARD TO Law No. 240/2010

HAVING REGARD TO the current Statute of the University of Cagliari, amended by R.D. 305 of 28.03.2022, published in the Official Gazette of the Italian Republic - general series - No. 88 of 24 April 2022;

HAVING REGARD TO the Rectoral Decree of 28 December 2021 containing the University Regulation governing the procedure for the appointment of tenured professors of the first and second level at the University of Cagliari in accordance with the provisions of Law No. 240/2010;

CONSIDERING THAT it is necessary to amend the aforementioned Regulation in order to bring it into line with the new procedural requirements that arose during the course of the procedures;

HAVING REGARD TO the resolution by which the Academic Senate, at its meeting of 20 December 2022, approved the amendments to the aforementioned Rules and Regulations submitted at that meeting;

HAVING REGARD TO the resolution by which the Board of Directors, at its meeting of 21 December 2022, expressed its favourable opinion on the amendment of the Regulation herein;

ISSUES THE FOLLOWING DECREE

ART. 1 The “University Regulation governing the procedure for the appointment of tenured professors of the first and second level at the University of Cagliari pursuant to the provisions of Law No. 240/2010” is hereby issued.

ART. 2- The Regulation thus amended, for reasons of urgency, shall enter into force on the day of registration of this decree.

ART. 3 This decree will be published on the University’s website.

Approved by the Director General



UNIVERSITÀ DEGLI STUDI
DI CAGLIARI



HR EXCELLENCE IN RESEARCH

Personnel, Organisation, Performance Directorate
Manager Dr. Fabrizio Cherchi

The Rector
Prof. Francesco Mola
(digitally signed)

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University Regulation governing the procedure for the appointment of tenured professors of the first and second level at the University of Cagliari pursuant to the provisions of Law No. 240/2010

Art. 1 - Purpose and Scope

1. These Rules govern the procedures for the appointment of professors of the first and second level in implementation of Law No. 240/2010 and Law No. 230/2005, as well procedures for the additional legislative provisions 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 Cagliari.
2. The recruitment of first (FULL) and second (ASSOCIATE) level professors may be carried out in four separate ways:
 - a) Procedure selection pursuant to Article 18, paragraph 1 of Law No. 240/2010; this procedure is open to candidates with a National Academic Qualification (ASN) and to professors already working at other Italian or foreign universities;
 - b) Selection and appointment of tenured second-level professors by means of an evaluation procedure of fixed-term researchers with a three-year non-renewable contract (researchers pursuant to art. 24, paragraph 3, lett. b Law No. 240/2010) in service at the University and in possession of the National Academic Qualification (ASN), pursuant to art. 24, paragraph 5 of Law No. 240/2010;
 - c) Selection and appointment of tenured professors of first and second level, by means of an evaluation procedure pursuant to art. 24, para. 6, of Law No. 240/2010, of professors of second level and permanent researchers in service at the University of Cagliari and in possession of the National Academic Qualification (ASN);
 - d) direct appointment of recognised and renowned professors pursuant to Article 1(9) of Law 230/2005 as amended.



3. Pursuant to Article 29(8) of Law No. 240/2010, the qualification obtained pursuant to Law No. 210/98 is equivalent to the national qualification limited to the period of its duration.

4. Pursuant to Article 18, paragraph 4, of Law No. 240/2010, the academic bodies of the University of Cagliari, when approving triennial planning, shall reserve 20% of the resources available for tenured professorships for the recruitment of persons from outside the University, and in particular for those who have not held a tenured professorship at the first or second level in the last three years, researchers with permanent contracts, researchers with fixed-term contracts as per art. 24, paragraph 3, letters a) and b), or who have not held research grants or been enrolled in university courses at the University of Cagliari.

Art. 2 – Activating procedures for establishing staff requirement numbers

1. Through its own decision-making process, each Department contributes to the determination of the University's three-year staff planning, recommending to the university governing bodies the filling of its needs and requirements for first and second level tenure-track positions. In the request for first and second-level tenure-track positions, the Department shall indicate the didactic and academic reasons for the choice made and recommend the recruitment method for each position requested (*as per art. 1 above*).

The proposal to apply for tenure and to initiate the recruitment process must be approved by a decision of the Department, taken by an absolute majority of the eligible first-level professors in the case of a call for first-level professors, and by an absolute majority of the eligible first and second-level professors in the case of a call for second-level professors.

Art. 3 - Requests advanced by the competent structure

1. The resolution requesting tenure by the Department must contain the following essential details:

- a) the number of posts requested;
- b) an indication, for each position applied for, as to whether the procedure to be activated is selective, in accordance with the provisions of art. 1, paragraph 2, letter a) of these Regulations, or whether it is evaluative and therefore reserved for second-level



professors and permanent researchers in service at the University of Cagliari in possession of the National Academic Qualification (ASN), in accordance with the provisions of art. 1, paragraph 2, letter c) of these Regulations;

- c) the level for which the post is requested (first or second level);
- d) the selection by the competition sector or academic recruitment field (SC) for which the post is being applied for and the possible indication of one or more disciplinary areas or academic disciplines (SSD) for the purpose of identifying the specific profile;
- e) the specific teaching and academic, and possibly management duties to be performed by the professor;
- f) the means for ensuring financial coverage for the post;
- g) the place of employment.

2. Except in the case of a direct appointment or invitation of a person of established reputation pursuant to art. 1, par. 9 of Law No. 230/2005 and subsequent amendments and additions (see art. 1, para. 2, letter d) of these Regulations), the decision of the Department must also contain:

- a) an indication of the maximum number of publications, which must be between 10 and 20;
- b) an indication of the candidate's knowledge of languages, also in relation to the teaching requirements for courses to be taught in a foreign language.

Art. 4 - Approval of the proposal to apply for tenure-track posts

1. The Board of Directors, on the basis of the available financial resources and staffing points, decides on the three-year planning of staffing requirements; the planning will take into account, in line with the recruitment guidelines established by the Academic Senate, the Department's recommendations with regard to:

- a) the use of the staff points allocated to them;
- b) the competition sector or academic recruitment field (SC) and disciplinary area or academic discipline (SSD) in which appointments are to be made;
- c) recruitment procedures (*see Article 1*).

The Board of Directors may supplement the Department's proposals for tenure-track



positions both with regard to recruitment methods and with additional elements of teaching and academic qualifications to be required for appointments in line with any further quality standards defined by the Academic Senate.

2. In its decision on the Three-Year Plan, the Board of Directors shall also take into account that, pursuant to Article 18, paragraph 4, of Law No. 240/2010, it shall allocate funds equal to at least one-fifth (20%) of the available tenured or tenure-track professorial positions to those who have not held or been awarded research grants and not enrolled in university courses within the University itself in the last three years (see Article 1, paragraph 4, of these Regulations).

Art. 5 - Selection procedure pursuant to Art. 18, paragraph 1 of Law No. 240/2010

1. Following the approval of the Board of Directors, the selection procedure is carried out after the Rector has issued a call for applications, the notice of which is published in the Official Gazette of the Italian Republic, on the University website and on those of the Ministry of Universities and Research and the European Union.

2. The call for applications must contain:

- a) the number of posts advertised;
- b) the level for which the post is requested;
- c) the competition sector or academic recruitment field (SC) for which the post is being applied and the indication of one or more disciplinary areas or academic disciplines (SSD) for the purpose of identifying the specific profile;
- d) the department or faculty to which the selected candidate will be assigned;
- e) salary and social security plan, without prejudice to the financial benefits in force in the case of a professor already in service at the University;
- f) the prerequisites for admission to the procedure;
- g) the maximum number of publications, between 10 and 20, that the applicant should attach to their application;
- h) any indication of the foreign language in which the candidate's language skills are to be assessed, i.e. the type of language certification required;
- i) the general evaluation criteria set out in Article 9 below, to which the selection



committee must adhere;

l) in the case of posts for which carrying out support activities may be required, an indication of the facility at which they will be performed, as well as the types of professional experience required to carry out such support activities;

m) the specific functions to be performed by the professor (type of teaching and academic duties, as well as any administration commitments);

n) electronic procedures and the deadline for submitting applications, which must not be less than 30 consecutive days from the date of publication of the notice in the Official Gazette of the Italian Republic (if the deadline falls on a public holiday, the deadline is postponed to the first working day thereafter);

o) any indication that the post is reserved for persons outside the University of Cagliari pursuant to Article 18(4) of Law No. 240/2010 (20% reserved).

Art. 6 - Requirements for participation in the selection procedure pursuant to Art. 18, paragraph 1 of Law No. 240/2010

1. The selection is open to the following categories of participants:

a. candidates who have obtained the National Academic Qualification (ASN) pursuant to Article 16 of Law No. 240/2010 for the competition sector that is the object of the selection, or for one of the competition sectors or academic discipline (SSD) included in the same macro-sector, or Group of Academic Recruitment Fields (GSD). The qualification obtained pursuant to Law No. 210 of 3 July 1998 is equivalent to the National Academic Qualification limited to the period of its duration;

b. professors already working at other universities and who have achieved the same level in the competition sector corresponding to the one for which the selection has been organised;

c. scholars permanently engaged abroad in research activities or teaching at university level in a position at the same level as that indicated in the call notice, based on equivalence tables defined by the MUR;

2. Those who, on the date of submitting their application, have a degree of kinship or affinity up to and including the 4th degree of kinship with a professor or a tenured



professor belonging to the Department applying for the post, or with the Rector, or with the Director General, or with one or more members of the Board of Directors of the University, or are themselves members of the Board of Directors, are not eligible to participate in the selection process.

Art. 7 - Submission of applications for participation in the selection procedure pursuant to Art. 18, paragraph 1 of Law No. 240/2010

1. Applications to take part in the selection procedure must be submitted electronically in accordance with the procedures and deadlines set out in the competition notice.
2. It will not be possible to submit applications after the deadline indicated in the notice.
3. Candidates applying must enclose the following:
 - a) a photocopy of a valid identification document;
 - b) curriculum vitae of their teaching and academic achievements, their management experience and, where applicable, of their support activities;
 - c) publications and works that the candidate intends to submit for the purposes of the procedure, as specifically indicated in the competition notice;
 - d) with reference to the candidates referred to in art. 6, letter b) of these Rules and Regulations (professors already in service at other universities on the date Law No. 240/2010 came into force in the level and competition sector corresponding to the one for which the selection is being announced), they must attach a declaration in lieu of certification of their service at the university at which they are employed pursuant to art. 46 of D.P.R. (Presidential Decree) No. 445/2000 and subsequent amendments and additions.

Art. 8 - Evaluation Committee - selection procedure pursuant to Art. 18, paragraph 1 of Law no. 240/2010

1. The Evaluation Committee is appointed by Rectoral Decree after the deadline for submitting applications.
2. To ensure recognised quality and international standards, the committee is composed of three full professors belonging to the competition sector in question and who;
 - are eligible to serve on committees evaluating recognised national qualifications (ASN);



- have been positively evaluated by the University to which they belong, pursuant to Article 6(7) of Law No. 240/2010;

If it is objectively impossible to appoint Committee members from the same Competition Sector, Committee members belonging to the relevant broader Macro Competition Sector or Group of Academic Recruitment Field, may be appointed.

- Furthermore, it will be possible to appoint professors from foreign universities who have gained international recognition in the field of the competition sector, as outlined in the notice, to the level of full professor. This will be done in accordance with the equivalence tables defined by the Ministry.

- The Committee members shall be selected in accordance with the following procedure:

- one member, internal or external, shall be indicated by the department that requested the post;

- the other two members of the committee must be external to the University of Cagliari; and of these:

✓ one member shall be chosen by random selection by the Academic Senate from a shortlist of three names recommended by the Department requesting the post. In indicating the names, the Department shall, where possible, respect the principle of equal opportunities between men and women;

✓ one member, drawn at random by the Academic Senate from the list of aspiring committee members who are eligible to be selected for the formation of national academic qualification committees pursuant to Article 16 of Law No. 240/2010.

The random selection will take place by drawing the reference percentage to be applied to each of the lists of teachers belonging to the same competition sector indicated in the notice and will proceed as follows:

- in the event that the internal committee member and the committee member drawn from the shortlist of three names are both male, the percentage will be applied to the shortlist of female professors only and, starting from the position drawn, the first female professor available for appointment will be selected. If there are no female members in the list, a draw will be made from the full list;



-in the event that the internal committee member and the committee member drawn from the shortlist of three names are both female, the percentage shall be applied to the shortlist of professors only and, starting from the position drawn, the first professor available for appointment shall be selected. If there are no members of the male gender on the list, a draw will be made from the full list;

-in the event that the internal committee member and the committee member drawn from the shortlist of three names are one male one female, the percentage shall be applied to the complete list and, starting from the position drawn, the first professor available for appointment shall be selected.

In cases where lists contain fewer than ten teaching staff, these will be supplemented using the relevant and appropriate competition macro-sectors, or Group of Academic Recruitment Fields.

The Department's decisions must be taken exclusively by members of the Council to ensure that the principle of peer review is respected.

3. The Committee shall appoint from among its members a Chairperson and a Secretary to take the minutes.

4. The Committee shall work in a collegial manner, taking its decisions by an absolute majority, and may also use telematic means for its collegial work.

5. The Rector's Decree appointing the Committee will be published on the University's website.

6. There will be a period of thirty days for any possible challenges to committee members by candidates.

The post of committee member shall be limited to two appointments per year, which may be extended to a maximum of three for smaller competition areas requiring lower numbers.

Professors who are current members of the Board of Directors and the Academic Senate of this University may not be appointed to the Committees. Professors belonging to the same University may not be appointed members of the Committee.

Any professor who shares more than 50% of the research production with one of the



candidates will be incompatible with the office of committee member. Any committee member who finds herself/himself in such a situation of incompatibility must renounce the appointment, notifying the University without delay.

Art. 9 - Modalities for the selection procedure pursuant to Art. 18, par. 1 of Law No. 240/2010

1. The Committee shall make its comparative assessment of the candidates on the basis of an evaluation of their academic publications, their curriculum vitae, their academic and managerial activities, their teaching activities and, for the disciplines for which contractual assistant activities are expected, their professional experience; the committee shall also take into account the teaching and academic and, where appropriate, support role profile provided by the department applying for the post.

Candidates for full professorships who are not classified as associate professors on the closing date of the call for applications and all candidates for associate professorships will take a teaching test, the subject of which will be chosen by the candidate from a list of three recommended by the Committee. The evaluation of the teaching test will contribute to the overall evaluation of the candidates.

2. The assessment is based on the following general criteria:

a) Evaluation of research publications:

- 1) consistency with the themes of the competition's subject area;
- 2) individual contribution in collaborative work;
- 3) quality of research output, assessed within the international research landscape, on the basis of originality, methodological rigour and innovative character;
- 4) editorial placement of academic articles in publishing houses, series or journals of national or international prestige.

b) Evaluation of academic titles:

- 1) participation in international and national research projects that have been awarded funding by competitive selection;
- 2) participation in editorial boards of journals, publishing series, encyclopaedias and treatises;



- 3) participation as a speaker at national and international congresses and conferences;
- 4) collaboration in official research activities at national or international universities or prizes and awards received from research institutes in recognition of academic achievements;
- 5) achievements in technology transfer in terms of participation in the creation of new companies (spin-offs), development, utilisation and commercialisation of patents (with regard to those competition areas in which this is normally envisaged);

c) Evaluation of educational qualifications:

- 1) teaching assignments at university level at national or international universities or research institutes;
- 2) additional duties and activities, including supervision of dissertations and doctoral theses;
- 3) observation and evaluation of teaching, where necessary.

d) Carrying out of management activities:

- 1) appointments and commitments in collegiate and management bodies, including evaluation committees, at universities or national or international research institutes;

e) Performance of activities in the medical field (with regard to the competition sectors and areas where such specific competences are required):

- 1) Medical assistance activities assessed on the basis of the relevance of such activity with the academic/scientific disciplinary field indicated in the call for applications and its duration, continuity, specificity and degree of responsibility.

The evaluation of teaching observation tests will be conducted in accordance with the following criteria:

- 1) clarity of presentation;
- 2) command of the subject and logical structure of the lesson;
- 3) ability to link different interdisciplinary aspects;

The numerical weight given to the general criteria will be:

- 55 points for the evaluation of academic publications;
- 15 points for the evaluation of academic awards and qualifications;



- between 5 and 25 points for the evaluation of educational qualifications, including observation and assessment of teaching;
- between 5 and 25 points for the evaluation of managerial tasks and duties;
- between 0 and 5 points for the evaluation of activity in the medical field.

The sum of the individual numerical weights must in all cases be equal to 100 points.

Based on the general criteria, the Committee will specify and/or detail how they will be used at the first meeting.

The criteria thus established will be made public on the University's website for at least five days, during which time the Committee may not meet.

After the deadline for publication of the criteria, the list of candidates will be made available to the Committee and access to the relevant documentation will be granted for the start of the evaluation procedure.

3. Once the Committee has completed its work and reached a majority decision, it shall prepare a merit ranking list based on the assessment results referenced in paragraph 1. This list will identify the most qualified candidate, or in the case of a procedure involving multiple posts, the candidates best suited to perform the specified teaching and academic functions.

4. In the event that there is only one candidate to be assessed, the Committee may express a judgement of either suitability or unsuitability for the post.

Art. 10 - Time limits of the evaluation procedure pursuant to Art. 18, par. 1 of

Law No. 240/2010

1. The Committee shall conclude its work within three months of the Rector's decree of appointment.
2. The Rector may extend the deadline for the termination of the selection for valid reasons indicated by the Chairperson of the Committee.
3. In the event that the deadline for the conclusion of the work has elapsed without the delivery of the required documents, the Rector shall declare the Committee to be dissolved and shall appoint a new Committee to replace the previous one.
4. The records shall consist of the minutes of each meeting, of which the collective



judgements of the Committee in respect of each candidate shall be an integral part, and the final summary report of the proceedings. In the event of disagreement between one or more members of the Committee on the assessment of candidates, such disagreement may be expressed in a minority report.

5. Should the Rector find any irregularities in the conduct of the selection, he/she shall, by reasoned decision, return the documents to the Committee and set a deadline for it to make any changes.

6. The documents are ratified by the Rector within thirty days of their submission to the relevant offices. Subsequently, the decree shall be transmitted to the pertinent department for the fulfilment of its obligations and will thereafter be published on the university website.

7. The final summary report of the work and the Committee's conclusions will be published on the university website.

8. The appointment of the most qualified candidate or, in the event of a procedure providing for the filling of several posts, of the most qualified candidates is subject to the conclusion of the procedure referred to in Article 11 below.

**Art. 11 - Appointment of the candidate selected pursuant to Art. 18, paragraph 1
of Law No. 240/2010**

1. Once the selection procedure has been concluded, the Department must, within 60 days of receipt of the Rector's decree approving the Committee's documents, present to the Board of Directors a proposal for the appointment of the most qualified candidate, in accordance with the approved ranking order list.

2. The Committee's final decisions shall be adopted by an absolute majority of the eligible first level professors for the appointment of first-level professors and an absolute majority of the eligible first and second-level professors for the appointment of second-level professors.

3. The ranking list referred to in Article 9(3) of these Rules need only be consulted in the event that the most qualified candidate withdraws his/her application or opts not to take up the post.



4. If the Department does not take a decision within 60 days, it may not re-apply for the filling of a tenure-track position at the same level and in the same field of competition that was the subject of the selection, until a period of 24 months has elapsed since approval of the documents.

In accordance with Article 18, paragraph 4 of Law No. 240/2010 (20% reserve – see Article 1, paragraph 3 of these Regulations), if the position is reserved for persons external to the University of Cagliari, in the event that the vacancy is not publicised, the successful candidate does not take up the position, or there are no suitable candidates, the Board of Directors will allocate the staff points to other first or second-level positions reserved for external candidates or to the recruitment of temporary researchers of Type B.

Art. 12 - Procedure for inviting applications by means of an assessment procedure for researchers on fixed-term contracts with a three-year non-renewable contract pursuant to Art. 24, para. 5 of Law 240/2010 – Procedure details

1. The appointment of tenured professors at the second level, through an evaluation procedure reserved for researchers with a three-year non-renewable fixed-term contract, in accordance with art. 24, paragraph 3, letter b), who are employed at the University and hold a National Academic Qualification (ASN), shall be carried out in accordance with art. 24, paragraph 5, of Law 240/2010.
2. The evaluation of a researcher holding the contract referred to in art. 24, paragraph 3, letter b) of Law No. 240/2010, who has obtained the National Academic Qualification (ASN), will be carried out in the third year of the contract. To this end, before the end of the contract, the Type B fixed term researcher must submit to the Department Council a report on their activities carried out during the three-year period and deliver a public lecture of 45 minutes. The evaluation will be carried out by a committee appointed in accordance with article 13 below, on the basis of the report submitted by the Type B fixed term researcher and in accordance with internationally recognised quality standards, using the criteria set out in Ministerial Decree No. 344 of 4 August 2011.
3. In the event of a positive outcome of the above evaluation, the Department will recommend the appointment of the Type B researcher to the position of Associate



Professor to the Board, which will decide after reviewing the available resources and taking into account the three-year staffing plan.

4. In the event of approval of the appointment referred to in point 3), upon expiry of the contract the fixed-term researcher holding the contract shall be allocated to the role of associate professor.

Art. 13 - Evaluation Committee – Appointment of researchers on fixed-term non-renewable three-year contracts pursuant to Art. 24, para. 5 of Law 240/2010

1. The evaluation procedure referred to in Article 12 shall be carried out by a special Evaluation Committee composed of three professors appointed by the Department concerned, chosen from among the full or associate professors/researchers belonging to the same competition sector as the Type B researcher to be evaluated, or failing that, to the same Macro Sector or Group of Academic Recruitment Fields.

Upon completion of the evaluation work, the Committee shall prepare a report to be forwarded to the Council of the Department concerned.

Art. 14 - Completion of the procedure - Appointment by means of an assessment procedure of researchers on fixed-term contracts with a three-year non-renewable contract pursuant to Art. 24, paragraph 5 of Law 240/2010

1. Once the assessment procedure outlined in Article 12 has been completed, the Department Council will recommend to the Board of Directors the appointment of the candidate who has been deemed suitable for the role of associate professor.

2. The decision to recommend an appointment shall be adopted by an absolute majority of the first and second-level professors.

3. The current legal provisions on incompatibility shall apply to the appointment procedures.

Art. 15 - Criteria for the evaluation procedure reserved for associate professors and permanent contract researchers working at the University of Cagliari

1. The assessment procedure outlined in this article is applicable to Associate Professors and Researchers on open-ended contracts at the University of Cagliari who possess the National Academic Qualification (ASN), as stipulated in Article 24, paragraph 6, of Law No.



240/2010. As it is a transitional provision, the procedure can only be initiated within the specified timeframe in Article 24, paragraph 6, or through a subsequent legislative measure.

The initiation of the reserved evaluation procedure shall take place according to the modalities indicated in Article 2 et seq. of these regulations but with the following exceptions listed below:

- the notice for applications will be published exclusively on the university website;
- the deadline for submitting applications shall not be fewer than 15 days from date of publication;
- The Committee appointed in accordance with Article 8 shall complete its work within 30 days of the Rector's decree appointing it. The Rector may extend the deadline for the completion of the selection procedure once, for a maximum of 30 days, for duly substantiated reasons to be given by the Chairperson of the Committee.

Committees are not allowed to convene candidates for a discussion on the research topics addressed in the submitted publications or for a short lecture on the same topics.

With effect from the year following the deadline specified in Article 24(6) of the Act No. 240/2010, the University may use up to 50% of the resources available for the Recruitment of tenured professors for appointments of tenure-track contract researchers determined pursuant to Article 24(5)(b) of Law 240/2010, in accordance with the procedures set out in Articles 12, 13 and 14 of these Rules and Regulations.

**Art. 16 - Procedures for the direct appointment of renowned professors
pursuant to Article 1, paragraph 9 of Law 230/2005**

1. Full and associate professorships may be filled by direct appointment of scholars:
 - a) who are permanently engaged abroad or at foreign university or research institutions, even if located in Italy, in research or teaching activities at university level, who have held an equivalent academic position for at least three years at a foreign university or research institution on the basis of the equivalence tables defined by decree of the Minister for Universities and Research;
 - b) who have already carried out a period of at least three years of research and teaching



in Italian universities by direct appointment, authorised by the Ministry of Universities and Research within the framework of the brain gain programme, and have achieved academic results consistent with the post for which the call was intended;

c) who have been successful in specific highly qualified research programmes, specified by decree of the Minister for Universities and Research.

2. The Department Councils shall propose the direct appointments referred to in paragraph 1 with a reasoned report illustrating the quality and academic standing of the scholar for whom the direct appointment has been recommended. They shall also make express and analytical reference to the academic research contributions made by the scholar, the results obtained and his/her international recognition. The CV of the candidate recommended for the appointment must be attached to the Department's final decision.

3. The decision to appoint directly must be taken by an absolute majority of the eligible first-level professors for appointments of first-level professors and by an absolute majority of the eligible first- and second-level professors for appointments of second-level professors.

4. Recommendations for appointments may also be made on the initiative of the Rector and the Board of Directors using previously identified resources, in consultation with a department of the University.

5. Proposals for the direct appointment of first or second level professors/faculty members shall be submitted to the Academic Senate for its opinion and to the Board of Directors for its approval, and then forwarded to the Ministry for their required opinion to be expressed.

Article 17 - Financial Charges

1. The costs arising from the securing of tenured professors of the first and second level referred to in these Rules may be borne in full by other public and private entities, subject to the stipulation of specific agreements lasting at least 15 years.

Article 18 - Entry into Force and Transitional Rules

1. These Regulations shall be adopted pursuant to Law 168/1989 and issued by decree of the Rector. The Rules and Regulations shall be published on the website and come into



force as of the date of their enactment.

2. From the date of entry into force of the Ministerial Decree establishing the Academic Discipline Groups, the references to the Competition Sectors or Academic Recruitment Fields contained in these Rules shall be replaced by the Academic Discipline Groups.
3. For all matters not expressly provided for in these Regulations, the current legal provisions shall apply.