

REGULATION ON THE RECRUITMENT OF FIXED-TERM RESEARCHERS

(latest amendment to the Regulation originally issued with R.D. Rep. no. 7/2012, prot. no. 551 - I/3 of 11.01.2012)

In this Regulation, people of both male and female gender are referred to only using terms in the masculine form in Italian. The choice to not use formulas that respect gender identity was made to preserve the legibility of the text as well as its simple nature

Art. 1 (Scope)

1. This Regulation governs the recruitment and hiring, in an employment relationship, of researchers on fixed-term contracts pursuant to Article 24, Law no. 240/2010, in accordance with the general principles established by the European Charter for Researchers and the Code of Conduct for the Hiring of Researchers (annexed to the EC Commission Recommendation of 11th March 2005).
2. Any healthcare activities are permitted only if they are indispensable, from an instrumental point of view, to the conduct of the research.

In this Regulation, people of both male and female gender are referred to only using terms in the masculine form in Italian. The choice to not use formulas that respect gender identity was made to preserve the legibility of the text as well as its simple nature.

Art. 2 (Types of contracts)

1. The contracts referred to in the Article above are of the following types depending on the subjects with whom they are stipulated:
 - a) three-year contracts that can only be extended once for a maximum of two years;
 - b) three-year non-renewable contracts.

Art. 3 (Determination of requirements)

1. As part of its function of defining its financial and personnel planning, the Board of Directors shall decide on the number of posts to be allocated to the Departments for the recruitment of researchers as per Article 2.
- 1-bis. In compliance with the planning referred to in paragraph 1 above, the Academic Senate shall determine the general criteria and, on the basis of the Departments' proposals, the allocation to the Departments and/or to the academic disciplines of the fixed-term researcher posts.
- 1-ter. Consistently with the planning referred to in paragraph 1 above and with the teaching planning of the Department concerned, the Department Board shall identify the research, teaching, supplementary activities and student service needs that require the establishment of the working relations referred to in Article 2 above and decide on the proposal to initiate the recruitment procedure.
- 1-quater. In the cases of funding allocated by external parties to a specific Department and/or of use, where possible, of certified profits made by the Departments on research projects, including third-party contracts, the Department Board shall verify the research, teaching, supplementary teaching and student service needs that require the establishment of working relations, referred to in Article 2, in line with the teaching program of the Unit concerned, and

decides on the proposal to call the recruitment procedure, after verifying the absence of possible situations of conflict of interest with the funding party.

1-quinquies. The proposal, referred to in paragraphs 1-ter and 1-quater above, shall be submitted to the Academic Senate and the Board of Directors, for the purpose of adopting the relevant measures, subject to the favorable opinion of the Board of Auditors and the Budget Committee, in the cases referred to in Article 4, paragraph 2.

2. The proposals must indicate:

- a) the contract type referred to in Article 2;
- b) the specification of the subject area and a possible profile, exclusively by indicating one or more academic disciplines;
- c) the indication of the research, teaching, supplementary and student service activities to be carried out;
- d) detailed information on the specific duties to be performed, as well as the hourly commitment of the research, teaching, supplementary and student service activities, including the performance of healthcare activities if necessary, from an instrumental point of view, research conduct;
- e) in relation to the type of contract envisaged and the commitment regime required, the amount allocated to the financing of the salary and of the accessory charges, as well as the related financial coverage;
- f) the maximum number, if any, of publications that the candidates may submit for the purpose of the selection, which in any case may not be lower than twelve;
- g) the possible specification of a foreign language of which the candidates must prove adequate knowledge in relation to the multilingual profile of the University or to the specific teaching requirements of the Courses of Study;
- h) in the event of a possible specification, the teaching, scientific and healthcare profile is that of the declaration of the subject area relative to the post to be filled, a profile defined by the Ministerial Decree determining the macro-sectors and subject areas in force at the time of the formulation of the request for filling the post by the Department Board.

Art. 4 **Financial coverage**

1. The financial coverage is ensured by the resources deriving from the planning, referred to in art. 3, or by funds made available by third parties, both public and private, within the framework of specific agreements stipulated in compliance with the institutional aims of the University, of an amount and duration at least equal to that of the contract for researchers as provided for by art. 2, paragraph 1, *lett. a)* or of an amount and duration at least equal to the 15-year cost for researchers referred to in Article 2, paragraph 1, *letter b)*.

1-bis. In the case of an agreement entered into with a private enterprise, the amount due to the University by the lender shall be guaranteed, as a rule, by the submission of an appropriate surety bond.

1-ter. The surety bond may be avoided in the following cases:

- a) specific regulatory provisions (e.g. regional laws), from which the destination of the funding intended to cover this type of contract is clear;
- b) research projects in which the possibility of activating fixed-term researcher contracts is explicitly provided for among the eligible and reportable expenses;
- c) undisputed integrity of the funding body, which must be documented by means of the signing, by the legal representative, of a specific declaration made in accordance with the model attached to this Regulation.

2. The Budget Committee is tasked with carrying out a prior technical check on the content of the surety and on the financing company, in the case of funds granted by a private company.

3. To this end, the proposed agreement must be accompanied, in addition to the surety policy, by the following documentation relating to the enterprise itself:

- balance sheets for the past three financial years;

- single insurance contribution payment certificate;
- articles of association.

Art. 5 (Selection Procedure)

1. The Rector shall initiate the recruitment procedure by his/her own decree certifying the relevant financial coverage.
2. The call shall be published on the University website. The procedure shall also be advertised on the Ministry of Education, University and Research and European Union websites, as well as in the *Gazzetta Ufficiale* (Official Journal of the Italian Republic) – IV Special Series – Competitions.
3. The recruitment of researchers with fixed-term contracts shall be carried out by means of public selection procedures involving the evaluation of the candidates' qualifications, curricula and scientific production, and a public discussion of the qualifications and scientific production, as established by this regulation. The evaluation of the candidates' teaching skills is also required.
4. Should the number of participants be higher than six, the Board will admit the comparatively most deserving candidates to the discussion of the qualifications and scientific production, in accordance with Article 8, paragraphs 5 and 6 of this Regulation.
5. The call shall specify the admission requirements to the selection and indicate:
 - the subject area and the academic discipline, if indicated in the Department's resolution,
 - the specific duties of the fixed-term researcher,
 - the hourly commitment regime required,
 - the rights and duties of the fixed-term researcher,
 - the salary and social security treatment.
6. The call may specify the maximum number of scientific publications to be submitted, in any case not lower than twelve, chosen by the candidates, to participate in the selection. Failure to comply with this maximum number of publications shall result in the exclusion of the candidate from the selection procedure.
7. The call may not include written or oral examinations with the exception of an oral test aimed at ascertaining the adequate knowledge of a foreign language to be indicated specifically and of a teaching test to assess the skills referred to in paragraph 3.
8. The application for admission, drawn up on plain paper and duly signed, must be submitted in accordance with the procedures indicated in the call, within the final deadline of thirty days from the date of publication of the call on the University website; the call may provide, as an alternative to the usual paper-based transmission, for the use of a specific procedure for the online transmission of the application, as well as of the qualifications and publications, by certified email address.
9. The call provides for the exclusion of the candidate in the event of the absence, even partial, of the following essential documentation for the purposes of evaluation by the Selection Board:
 - *curriculum vitae* containing an indication of the activities carried out and the qualifications held;
 - scientific publications.

Art. 6 (Requirements to participate in public selection procedures)

1. Italian and foreign candidates may participate in the public selection procedures if they hold a research doctorate degree or equivalent qualification, obtained in Italy or abroad, or, for the sectors concerned, a medical specialization school degree.
2. Without prejudice to the requirements for participation in the selections referred to in paragraph 1 above, the selections for the stipulation of the contracts referred to in Article 2, *letter b)*, are reserved for candidates who have obtained the national scientific qualification for the functions of full or associate professor, referred to in Article 16 of Law no. 240/2010, or who are in

possession of the qualification of medical specialization, or who have used a total of at least three years, even if not consecutive:

- the contracts referred to in Article 2, paragraph 1, *letter a)* above;
- contracts stipulated for the performance of research and supplementary teaching activities at the University, pursuant to Article 1, paragraph 14 of Law no. 230/2005;
- research grants in accordance with Article 51, paragraph 6, of Law no. 449 of 27th December 1997, and subsequent amendments (pre-law grants no. 240/2010), or research grants pursuant to Article 22 of Law no. 240/2010, or post-doctoral fellowships pursuant to Article 4, Law no. 398/1989, or similar contracts, grants or fellowships in foreign universities.

3. Individuals who have already been hired with a permanent contract as full or associate university professors or as researchers, even if no longer in service, are not eligible.

4. In any case, persons who are relatives or relatives-in-law, up to and including the fourth degree, of a professor affiliated to the Department proposing the selection or with the Rector, the Director General or a member of the University Board of Directors may not participate in the selection procedures. The Selection Boards in the phase of verifying the admissibility of the applications shall carefully check the absence of said grounds for exclusion.

Those who have stipulated contracts as research fellows and researchers on fixed-term contracts, pursuant to Articles 22 and 24 of Law no. 240/2010, for a period which, added to the duration envisaged by the contract put out to tender, exceeds a total of twelve years, even if not continuous, may not participate in the selection process; this condition refers to contracts stipulated with the following Institutions:

- state, non-state or online universities
- public research and experimentation institutions and bodies
- National Agency for New Technologies, Energy and Sustainable Economic Development (ENEA)
- Italian Space Agency (ASI)
- institutions whose postgraduate scientific degree is recognized as equivalent to the doctorate qualification pursuant to Article 74, paragraph 4 of Presidential Decree no. 382/1980, referred to in paragraph 1 of the afore-mentioned Article.

For the purposes of the duration of the afore-mentioned relationships, periods spent on maternity or health leave in accordance with the regulations in force shall not count.

5. In accordance with Article 13 of Legislative Decree no. 196/2003, the personal data provided by candidates will be collected at the University of Foggia and processed for the purposes of managing the selection procedure. The provision of such data is compulsory for the purposes of assessing the participation requirements under penalty of exclusion from the procedure.
6. The prescribed requirements must be possessed on the date of expiry of the deadline for the submission of applications for admission to the selection procedure.
7. The absence of the conditions giving rise to exclusion must be self-certified in the application for participation, under penalty of exclusion.
8. In the presence of the grounds for exclusion pursuant to the previous paragraphs, exclusion from the selection procedure shall be ordered by a motivated rectoral decree and communicated to the interested party.

Art. 7 **(Selection Committee)**

1. The Commission is composed of three professors, at least two of whom must be from another University, including foreign ones, and must be affiliated to the academic discipline, if indicated by the Department, or to the subject area that is the subject of the recruitment or to the competition macro-sector. As a rule, the presence of members of different genders in the Board must be guaranteed.
- 1-bis. For the recruitment of type b) researchers, the members of the Board must be included on the lists of professors eligible for participation in the national scientific qualification committees referred to in Article 16 of Law no. 240/2010, or, even if they are not on the aforementioned

lists, they must meet the scientific qualification requirements necessary for inclusion in the lists by the date on which the selection procedure is called. In this second case, the aspiring commissioner shall submit a declaration in lieu of affidavit proving that he/she meets these requirements on the afore-mentioned date, making reference to the parameters/criteria of the most recent selection procedure announced by the Ministry of Education, University and Research. The University may verify, also *ex officio*, the possession of the afore-mentioned requirements.

2. The Department that requested the recruitment shall designate a member of the Selection Board, choosing him/her from among the full professors or, limited to the procedures for the recruitment of type a) researchers, among associate professors, and shall prepare a list of four commissioners chosen among the full professors affiliated to other Universities. Among these, the other two members completing the Board shall be drawn by lot. The draw shall be carried out by the Rector in the presence of a Pro-Rector or other professor and the results shall be recorded in the specific minutes.
3. The Commission may not include professors who have obtained a negative evaluation pursuant to Article 6, paragraph 7, of Law no. 240/2010.
- 3-bis. If the candidates for the recruitment procedure include the spouse or cohabiting partner of a professor affiliated to the Department that has requested the procedure to be initiated, the commission shall be appointed by the Academic Senate only from among professors from outside the University, provided that the candidates meet the scientific qualification requirements referred to in paragraphs 1-bis, 2 and 3 above. The appointment of the commission by the Senate shall not involve the teaching staff of the Department that requested the procedure, the technical-administrative staff assigned to the same Department or the representatives of the students enrolled in one of the courses of study activated in the Department.
4. The appointment of the Selection Board shall be made by decree of the Rector and shall be published online on the University website. From the date of publication of the decree of appointment, a period of seven days shall elapse for any rejection of the members.
5. Each Selection Board shall complete its work within forty-five days from the date of publication of the Rector's decree of appointment. The days falling in the period from 16th July to 31st August and from 24th December to 6th January of the year immediately following shall not be included in the calculation of the afore-mentioned term. The Rector may extend, once only and for no more than 30 days, the deadline for the conclusion of the selection process for proven reasons indicated by the President of the Board itself. In the event the work is not completed by the deadline, the Rector shall issue a reasoned ruling and initiate the procedures for the replacement of the Board or of the members responsible for the delay, in accordance with the same procedures set forth in paragraph 1, establishing at the same time a new deadline of 45 days for the conclusion of the work.
6. There is no remuneration for the members of the Selection Board, except for the reimbursement of documented expenses, in accordance with the provisions of the University of Foggia Mission Regulation.
7. The Commission may also resort to electronic instruments of collective work, subject to the authorization of the Rector.
8. The Commission is formed in compliance with the rules on incompatibility and conflict of interest. Each member, upon installation of the Board and having viewed the list of participants, shall sign a declaration in which he/she shall either certify that there is no situation of incompatibility with any of the candidates, pursuant to Articles 51 and 52 of the Italian Code of Civil Procedure, or indicate the type of relationship, if any, that he/she has or has had with any of the candidates. More specifically, for there to be a conflict of interest between a member of a competition committee and a candidate, professional collaboration or interpersonal relationships, in order to rise to the level of incompatibility, as governed by Article 51 of the Code of Civil Procedure, must presuppose a community of economic or personal interests between them of particular intensity. Such a situation can be determined only if that collaboration is systematic, stable and continuous, so much so that it gives rise to a genuine professional association. Furthermore, there is an obligation to abstain where tangible evidence

emerges of a personal relationship of such intensity as to give rise to the suspicion that the judgment may not be marked by respect for the principle of impartiality, such as – for example – one of the commissioners being the co-author of almost all the publications of one of the candidates.

Should any of the above-mentioned cases arise, the Rector shall, within five days of the communication, verify that the declaration made by the appointed commissioner does not constitute a cause for abstaining from the evaluation. In the event that an obligation to abstain is ascertained, based on a consolidated case law opinion and taking into account the specificities of the various scientific sectors, the Rector shall replace the commissioner who made the declaration with an alternate member drawn from the list prepared by the Department pursuant to paragraph 3.

Art. 8

(Activities of the Selection Board)

1. The selection shall be carried out based on the qualifications and publications of the candidates on the closing date of the call and illustrated and discussed before the Selection Board.
- 1-bis. The Board shall also assess the teaching skills of the candidates by conducting, in public session, a teaching-lesson test. The Board shall establish three topics for the lecture, relating to general and methodological topics of the academic discipline that is the subject of the call for applications, and shall communicate them to each candidate, at the e-mail address indicated in the application for participation in the procedure, 24 hours in advance of the date on which the test is to be held. The candidate shall choose from the three topics the one on which his lecture will focus and communicate it to the Board before the test is held.
2. The Selection Board, in its first session, shall set the evaluation criteria and parameters, taking into account the regulations in force and envisaging, as preferential criteria:
 - for the recruitment of type a) researchers, the possession of significant scientific production in qualitative and quantitative terms;
 - for the recruitment of type b) researchers, the possession of the national scientific qualification for the position of associate professor and significant scientific production in qualitative and quantitative terms.It shall also verify that the candidates meet the admission requirements and that the grounds for exclusion referred to in Article 6, paragraph 4 do not emerge.
3. Should the number of candidates be higher than six, the Selection Board shall proceed to the preliminary assessment of the candidates, expressing a reasoned analytical judgement on their qualifications, curricula and scientific production, on the basis of the criteria and parameters identified by a specific Decree issued by the Ministry of Education, University and Research, after consulting ANVUR (the Italian National Agency for the Evaluation of the University and Research Systems) and CUN (the Italian National University Council), pursuant to Article 24, paragraph 2, letter c) of Law no. 240/2010.
4. The Selection Board shall communicate without delay its conclusions, referred to in paragraph 2 above, to the person in charge of the procedure, who shall ensure their publication before the continuation of the work of the Board.
5. Following the preliminary assessment, the comparatively most deserving candidates, between 10 and 20 per cent of the number of candidates and in any case not fewer than six, shall be admitted to a public discussion of their qualifications and scientific production with the Board.
6. The summoning for the discussion of the qualifications and the scientific production presented, as well as for the performance of the teaching test/lecture shall be communicated to the candidates, at least ten days prior to the date it will be held, by means of the publication of a notice on the website and by sending a specific communication to the e-mail address indicated by each candidate in the application form.
7. During the discussion of the qualifications and publications, candidates will normally take an oral test aimed at ascertaining their adequate knowledge of a foreign language, if provided for in the call for applications, and a teaching test/lecture.

8. At the end of the discussion, on the qualifications and publications presented by each candidate, and of the teaching test/lecture, the Board shall express its final joint judgement, which may be unanimous or by majority vote.
9. The judgements of the Selection Board shall be by open vote.
10. The Board, based on the joint judgements expressed, shall identify the suitable candidates.
11. At the end of its work, the Board shall draw up a summary report indicating the marks obtained by each candidate admitted to the discussion of the qualifications and publications.

Art. 9 (Ascertaining the correctness of the deeds)

1. The deeds include the minutes of the individual meetings of the Board, of which the joint judgements expressed on each candidate are an integral part, as well as the summary report of the work performed. The formal correctness of the deeds is ascertained by Rector's Decree within twenty days from the delivery of the Board's minutes to Head of the procedure.
- 1-bis. All the minutes drawn up by the Board shall be published on the University website. The minutes of the meetings subsequent to the preliminary assessment meeting shall be published after the publication of the decree of approval of the deeds of the procedure.
2. Should the Rector find defects in the execution of the procedure which may be corrected, he/she shall return the deeds to the Board by means of a reasoned decision, setting a term, not exceeding twenty days, within which to make any amendments.
3. The Rector's decree ascertaining the formal correctness of the deeds shall be published on the University website. For candidates admitted to the selection process, the publication of the afore-mentioned Rector's decree shall have the value of a notification.

Art. 10 (Recruitment)

1. The Department Board that has requested the selection procedure, having acquired the rector's decree of approval of the deeds of the procedure with the indication of the suitable candidates, as a rule, within thirty days from the date of the aforesaid decree, with a motivated deliberation, shall propose the recruitment of one of the eligible candidates, providing, as preferential criteria
 - for the recruitment of type a) researchers, the possession of a significant scientific production in qualitative and quantitative terms;
 - for the recruitment of type b) researchers, possession of the national scientific qualification for the position of associate professor and significant scientific production in qualitative and quantitative terms;
 or decide not to proceed with any recruitment. The resolution shall be approved with the favorable vote of the absolute majority of the full and associate professors affiliated to the Department.
- 1.bis If the eligible candidates include the spouse or cohabiting partner of a professor affiliated to the Department that requested the recruitment procedure, the spouse or cohabiting partner of the eligible candidate shall not participate in the discussion or vote on the recruitment proposal.
2. If, within the above-mentioned deadline, the Department does not adopt any resolution, it may not request, in the two years following the approval of the deeds, the filling of a position in the same Subject Area or Academic Discipline, if any, for which the procedure was carried out.
3. The Rector, within the scope of the functions and responsibilities, referred to in Article 2, paragraph 1, *letter b)* of Law no. 240/2010, shall submit the approval of the Department's recruitment proposal to the Board of Directors.
4. The Board of Directors shall decide on the Department's recruitment proposal by absolute majority.
- 4.bis If the spouse or cohabiting partner of a member of the Board of Directors is among the eligible candidates, he/she shall not participate in the discussion and vote on the recruitment.

5. By means of a motivated resolution, the Board of Directors may invite the Department to re-examine the call proposal, granting a term of thirty days to make the relative decision. If, after the afore-mentioned deadline has expired, the Department does not decide on the request for reconsideration or confirms the recruitment proposal previously decided, the Board of Directors shall decide on the recruitment.

Art. 11

(Stipulation of the individual employment contract)

1. Following the approval of the recruitment proposal referred to in Article 10, paragraph 2 above, the candidate selected in the recruitment process is invited to stipulate the employment contract.
2. The contract, which must be stipulated within the following thirty days, shall contain:
 - a) the specification of the duration of the employment relationship;
 - b) indication of the starting date and the end date of the employment relationship;
 - c) indication of the services required pursuant to Article 3, paragraph 2;
 - d) indication of the salary;
 - e) indication of the teaching and research unit to which the selected candidate is affiliated;
 - f) the subject area of reference;
 - g) indication of the trial period, quantified in an amount not exceeding 10% of the total duration of the employment relationship, during which either party may terminate the relationship at any time without notice, with immediate effect from the communication to the other party.
3. The employment contract, drawn up in writing, shall be signed by the candidate selected in the recruitment and the Rector.

Art. 12

(Regulations on the employment relationship)

1. The employment relationship established between the University of Foggia and the winner of the selection procedure announced on the basis of this Regulation is a fixed-term one and is governed by the provisions in force concerning employment, also with regard to the tax, welfare and social security treatment provided for income from employment.
2. In accordance with the provisions of Article 24, paragraph 9, of Law no. 240/2010, the holding of such contracts does not constitute entitlement for access to the University's roles.
3. The execution of the contracts referred to in this regulation constitutes a preferential qualification in competitions for access to public administrations.
4. The provisions referred to in Law no. 240/2010, those of Articles 32, paragraphs 1, 2, 3 and 5, 33 and 34, paragraph 1, of Presidential Decree no. 382 of 11th July 1980, insofar as they are compatible with the nature of the relationship established with the University, as well as those of the Statute of the University of Foggia and of the implementing Regulations, with particular reference to the rules concerning the right to vote or to be voted of the above-mentioned persons in the University bodies, shall apply to researchers on fixed-term contracts.
5. During the period of compulsory maternity leave, employment contracts shall be suspended and the expiry term shall be extended for a period equal to the period of compulsory leave.

Art. 13

(Execution modalities of the employment relationship)

1. The research activity shall be performed by the researcher at the proposing Department.
2. Teaching, supplementary teaching and student service activities shall be performed by the researcher within one or more Courses of Study at the University indicated by the proposing Department. This activity must comply with the hourly commitment set forth in Articles 15 and 16 below. The presence on the premises must be distributed throughout the year, unless otherwise determined by the units one is affiliated to.

3. The research activity shall be the subject of a specific technical-scientific report to be submitted annually to the Department for approval.
4. The teaching, supplementary teaching and student service activities carried out by the researcher must be certified on a specific register, to be submitted annually to the Department's approval.
5. The technical-scientific report and the register of lessons not being approved constitutes cause for termination of the contract.
6. The agreements in force between the University, the Region and the Local Health Authorities may provide that the fixed-term researcher shall also carry out healthcare activities.
7. The researcher must comply with the duties envisaged by the Statutes and internal regulations.
8. The researcher must also observe the Code of Ethics of the University of Foggia.
9. Disciplinary competence is regulated by Article 10 of Law no. 240/2010.

Art. 14

(Duration and remuneration of the contracts referred to in Article 2, paragraph 1, letter a))

1. The contract referred to in Article 2, paragraph 1, *letter a)* shall have a duration of three years.
2. Contracts may include a full-time or part-time commitment.
3. For full-time contracts, the total annual commitment for the performance of teaching, supplementary teaching and student service activities shall be 350 hours.
4. For the fixed-term employment regime, the total annual commitment for teaching, supplementary teaching and student service activities shall be 200 hours.
5. With reference to the teaching commitment referred to in paragraphs 3 and 4 above, the fixed-term researcher shall be entrusted with a curricular module or course, for an annual commitment of at least 60 hours of frontal teaching.
6. Within the framework of the resources available for planning, the Department that formulated the proposal for the call of the contract holder may, with the consent of the person concerned, propose, within the six months prior to the expiry of the contract, the extension of the contract, for one time only and for a maximum period of two years, justifying it with reference to teaching and research requirements.
7. The teaching and research activities carried out by the researcher under the contract for which the extension is proposed shall be assessed by a special Board on the basis of a report prepared by the Department.
8. The Board referred to in paragraph 7 above is composed of three full professors. The Department that has proposed the extension of the contract shall appoint the members of the Board, choosing them among the full professors affiliated to the academic discipline pertaining to the subject area for which the procedure has been called. The Board is appointed by decree of the Rector.
9. The Board's assessment shall focus on the adequacy of the research and teaching activities carried out in relation to what is established in the contract to be extended.
10. In the event of a positive outcome of the assessment referred to in Paragraph 9 above, the extension proposal, together with the department report and the Board's assessment, shall be submitted to the Board of Directors for approval. The resolution of the Board of Directors shall be adopted before the expiry date of the contract to be extended.
11. The salary is established in compliance with the provisions of Article 24, paragraph 8 of Law no. 240/2010. The salary is increased annually to the extent and in the manner established for the adjustments of the remuneration due to university professors and researchers.

Art. 15
**(Duration and remuneration of the contracts referred to in Article 2,
paragraph 1, lett. b))**

1. The contract referred to in Article 2, paragraph 1, *letter b)* shall be valid for three years and may not be renewed.
2. Contracts shall be stipulated exclusively on a full-time basis.
3. The total annual commitment for the performance of teaching, supplementary teaching and student service activities shall be 350 hours.
4. With reference to the teaching commitment referred to in paragraph 3 above, the fixed-term researcher shall be entrusted with a curricular module or course, for an annual commitment of at least 60 hours of frontal teaching.
5. The remuneration is established in compliance with the provisions of Article 24, paragraph 8, of Law no. 240/2010. The remuneration is increased annually to the extent and in the manner established for the adjustments of the remuneration due to university professors and researchers.

Art. 16
(Termination of the contract)

1. The termination of the contract is determined:
 - a) by the expiry of the term;
 - b) termination for cause by either party, which takes effect upon receipt of notice thereof.

Art. 17
(Final and transitional rules)

1. This Regulation shall enter into force on the day following the date of issue of the relevant rectoral decree and shall apply to the procedures that have not yet been advertised on the date of issue of the rectoral decree amending the Regulation, without prejudice to the measures for the appointment of commissioners already adopted on the aforesaid date.
2. The deeds relating to the procedures governed by this Regulation shall remain visible on the University website for a period of one year from the date of their publication. The measures relating to the calling of the procedure, the appointment of the Selection Board and the approval of the deeds of the procedure itself shall be published on the Official Notice Board, as well as on the University website.
3. Pending a reformulation of the requirements of the commissioners for the National Scientific Habilitation, limited to the academic disciplines and/or subject areas with fewer than ten candidate commissioners, the provisions of Article 7, paragraph 1-*bis* shall not apply for type b) researcher competitions.
4. For all matters not provided for in this Regulation, the regulations in force shall apply.