



UNIVERSITÀ
DI FOGGIA



REGULATIONS OF THE UNIVERSITY OF FOGGIA FOR THE RECRUITMENT AND GOVERNANCE OF TEMPORARY TENURE-TRACK RESEARCHERS (RTT) PURSUANT TO ARTICLE 24 OF LAW NO. 240 OF 30 DECEMBER 2010, AS AMENDED BY LAW NO. 79 OF 29 JUNE 2022 CONVERTING DECREE-LAW NO. 36 OF 30 APRIL 2022

“Terms referring to persons that appear only in the masculine form in these Regulations shall be understood as referring equally to persons of all genders. Gender-inclusive formulations have been avoided to avoid compromising the readability of the text and to meet the requirement of simplicity”

**Art. 1
(Scope of Application)**

1. These Regulations govern the recruitment, hiring, legal status, and economic treatment of researchers employed under temporary tenure-track contracts (RTT) pursuant to Article 24 of Law No. 240/2010, in accordance with the general principles set out in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (annexed to the European Commission Recommendation of 11 March 2005).
2. For researchers in the medical field, the performance of clinical duties may be provided for, under the same procedures and with the same economic treatment established for permanent researchers under agreement, in compliance with the arrangements between the affiliated healthcare authority and the University.

**Art. 2
(Type of Contract)**

1. The contract for a temporary university researcher in tenure track (RTT) has a total duration of six years and is not renewable. For the purposes of calculating the duration of the employment relationship established with the contract holder, periods of leave for maternity, paternity, or health reasons, in accordance with the applicable legislation, shall not be counted, upon request of the contract holder.
2. The award of the contract is incompatible with any other subordinate employment with public or private entities, with holding research contracts also at other universities or public research institutions, with doctoral scholarships, and in general with any scholarship granted for any reason by national or foreign institutions, except where such funding is aimed at international mobility for research purposes.

**Art. 3
(Determination of Staffing Needs)**

1. Within its function of defining financial and staffing planning, the Board of Directors determines the number of positions to be allocated to Departments for the recruitment of researchers referred to in Article 2, without prejudice to the Departments' right to propose the establishment of tenure-track researcher positions using their allocated resources, earmarking the necessary funds for potential appointment as Associate Professor. To this end, within the framework of three-year planning, the University of Foggia earmarks resources corresponding

to at least one third of the amounts allocated for the conclusion of the contracts referred to in Article 2, in favor of candidates who, for at least thirty-six months, even cumulatively, have attended doctoral programs or carried out research activities based on formal assignments - excluding unpaid activities - at universities or research institutions, Italian or foreign, other than the University of Foggia.

2. In compliance with the planning referred to in paragraph 1 above, and following the opinion of the Academic Senate - which establishes the general criteria for allocation - and on the basis of Departmental Development Plans, the Board of Directors resolves on the allocation of temporary researcher positions to Departments and/or scientific-disciplinary sectors.
3. In line with the planning referred to in paragraph 1 above and with the teaching planning of the relevant structure, the Department Council identifies the research, teaching, supplementary teaching, and student service needs that require the establishment of the employment relationships referred to in Article 2 and resolves on the proposal to establish the position and to initiate the recruitment procedure.
4. In cases of funding earmarked by external entities, pursuant to Article 18(3) of Law No. 240/2010 and Article 5(5)(a) of Legislative Decree No. 49/2012, for a specific Department, the Department Council assesses the research, teaching, supplementary teaching, and student service needs that require the establishment of the employment relationships referred to in Article 2, in line with the academic planning of the relevant structure. It then approves the proposal for the establishment of the position and the initiation of the recruitment procedure, subject to verification of the absence of any potential conflicts of interest with the funding entity.
5. The proposal referred to in paragraphs 3 and 4 above is submitted for review to the Academic Senate and the Board of Directors for the adoption of the relevant measures, subject to a favorable opinion of the Board of Auditors and the Budget Committee in the cases referred to in paragraph 4 above.
6. The proposals must indicate:
 - a) the specification of the scientific-disciplinary group and any profile, exclusively by indicating one or more scientific-disciplinary sectors;
 - b) the description of the research, teaching, supplementary teaching, and student service activities to be carried out;
 - c) detailed information on the specific functions to be performed, as well as the time commitment for research activities and for teaching, supplementary teaching, and student service activities, including, where necessary, activities of an assistance nature that are instrumental to conducting the research;
 - d) in relation to the type of contract envisaged and the required workload regime, the amount allocated to the funding of remuneration and related charges, as well as the corresponding financial coverage;
 - e) the maximum number of publications that candidates may submit for selection purposes, which in any case may not be fewer than twelve;
 - f) the specification of a foreign language in which candidates must demonstrate adequate proficiency, in relation to the multilingual profile of the University or to the specific teaching needs of the degree programs;
 - g) where applicable, the teaching, scientific, and assistance profile shall be that set out in the official description of the relevant scientific-disciplinary sector for the position to be filled, as defined by the Ministerial Decree determining the scientific-disciplinary groups in force at the time the Department Council requests the filling of the position.

Art. 4
(Financial Coverage)

1. Financial coverage is ensured by resources deriving from the planning referred to in Article 3, or from funds made available by third parties, whether public or private, within the framework of specific contractual agreements entered into pursuant to Article 18(3) of Law No. 240/2010 and Article 5(5)(a) of Legislative Decree No. 49/2012, in compliance with the institutional purposes of the University, with a duration of fifteen years.
2. The obligation undertaken toward the University by the funding entity must, as a rule, be guaranteed by the provision of an appropriate bank or insurance guarantee (surety bond).
3. The requirement of a surety bond may be waived in the following cases:
 - a) specific regulatory provisions (e.g., regional laws) clearly establishing that the funding is intended to cover this type of contract;
 - b) unquestionable reliability of the funding entity, which must be documented by means of a specific declaration signed by its legal representative, in accordance with the model attached to these Regulations.
4. The Budget Committee is entrusted with the task of carrying out a preliminary technical review of the content of the guarantee and of the funding company, in the case of funds provided by a private company.
5. For this purpose, the proposed agreement must be accompanied, in addition to the surety policy, by the following documentation relating to the company:
 - financial statements for the last three financial years;
 - DURC (Single Document of Contribution Regularity);
 - articles of association.

Art. 5
(Selection Procedure)

1. The Rector initiates the recruitment procedure by decree, certifying the availability of the relevant financial coverage.
2. The call for applications is published on the University's website. The procedure is also advertised on the websites of the Ministry of University and Research (MUR) and the European Union, as well as in the Official Gazette of the Italian Republic – IV Special Series – Competitions.
3. Recruitment of fixed-term researchers is carried out through public selection procedures involving the evaluation of candidates' qualifications, curriculum, and scientific publications, as well as a public discussion of their qualifications and scientific output, in accordance with this Regulation.
4. Where the number of applicants exceeds six, the Committee shall admit to the discussion of qualifications and scientific output only the comparatively most deserving candidates, in a proportion between 10% and 20% of the total number of applicants, and in any case not fewer than six, pursuant to Article 8, paragraphs 5 and 6, of this Regulation. The call for applications specifies the admission requirements and includes, in summary form:
 - a) the employment regime (full-time or part-time);
 - b) the subject matter of the contract;
 - c) any indication of the specific research project/program (or programs/projects), as well as its duration;
 - d) the number of hours of classroom teaching required and the related modalities;
 - e) the specification of the scientific-disciplinary group and any profile, exclusively by indicating one or more scientific-disciplinary sectors;

- f) for researchers in the medical field, an indication of any clinical (assistance) activities to be carried out, where applicable, including identification of the healthcare facility where such activities will take place;
 - g) the maximum number of publications that candidates may submit, which in any case shall not be fewer than twelve;
 - h) the indication of the foreign language subject to the oral test;
 - i) the rights and duties of the fixed-term researcher;
 - j) the economic and social security treatment;
 - k) the department of affiliation;
 - l) the selection procedure;
 - m) the deadline for submitting the application, in accordance with paragraph 7 below;
 - n) the participation requirements;
 - o) the provision for electronic submission of applications, as well as of qualifications and publications.
5. The call for applications shall specify the cases in which a candidate may be excluded due to the lack of essential documentation required for evaluation by the Selection Committee.
 6. The call may not include written or oral examinations, except for an oral test aimed at verifying adequate knowledge of a specified foreign language.
 7. Applications for admission must be submitted electronically, as indicated in the call for applications, within the peremptory deadline of thirty days from the date of publication of the call on the University's website.

Art. 6

(Eligibility requirements for participation in public selection procedures)

1. Italian and foreign candidates holding a PhD or an equivalent qualification obtained in Italy or abroad are eligible to participate in public selection procedures, or, for the relevant sectors, a diploma from a medical specialization school.
2. Individuals who have already been permanently employed as full or associate university professors or as researchers, even if no longer in service, are not eligible to participate.
3. In any case, those who have a kinship or affinity relationship up to the fourth degree inclusive with a professor belonging to the Department proposing the selection, or with the Rector, the General Director, or a member of the University's Board of Directors, may not participate in the selection procedures. Members of the Board of Directors themselves are also excluded. During the eligibility verification phase, the offices shall carefully check for the absence of such conditions.
4. Pursuant to Article 13 of Legislative Decree 196/2003, personal data provided by candidates will be collected by the University of Foggia and processed for the purposes of managing the selection procedure. The provision of such data is mandatory for the assessment of eligibility requirements; failure to provide them will result in exclusion from the procedure.
5. The prescribed requirements must be met by the deadline for submitting applications for admission to the selection.
6. The absence of conditions leading to exclusion must be self-certified in the application, under penalty of exclusion.
7. Where the conditions for exclusion set out in the preceding paragraphs apply, exclusion from the selection procedure shall be ordered by a reasoned decree of the Rector and communicated to the person concerned.

Art. 7

(Selection Committee)

1. The Committee is composed of three professors, at least two of whom must belong to another university, including foreign institutions, within the relevant scientific-disciplinary sector, if indicated by the Department, or within the disciplinary group covered by the call. As a rule, and where possible, gender balance should be ensured within the Committee.
2. Members of the Committee must be included in the lists of professors eligible to serve on national scientific qualification committees pursuant to Article 16 of Law 240/2010, or, even if not included in such lists, must meet the scientific qualification requirements necessary for inclusion by the date the selection procedure is announced. In the latter case, the prospective member shall provide the proposing Department with a sworn self-declaration certifying possession of these requirements as of that date, with reference to the parameters/criteria of the most recent selection issued by the Ministry (MUR). The Department may verify these requirements, including ex officio. Associate professors must hold the National Scientific Qualification for full professorship.
3. The Department that requested the call designates one full or associate professor as a member of the Selection Committee, normally chosen from among full professors, and prepares a list of four members selected from full professors of other universities. Two additional members are then drawn by lot from this list to complete the Committee. The public drawing is carried out by the Rector or a Vice-Rector in the presence of another professor, and minutes are taken.
4. Professors who have received a negative evaluation pursuant to Article 6, paragraph 7, of Law 240/2010 in the most recent evaluation round may not serve on the Committee.
5. If a candidate in the recruitment procedure is the spouse or cohabiting partner of a professor affiliated with the Department that requested the call, the Committee shall be appointed by the Academic Senate exclusively from among professors external to the University, without prejudice to the scientific qualification requirements set out in the preceding paragraphs. In such cases, teaching staff of the Department, administrative staff assigned to it, and student representatives enrolled in its study programs do not participate in the Senate's appointment decision.
6. The Selection Committee is appointed by decree of the Rector and published online on the University website. From the date of publication, a period of ten days is allowed for any objections to the Committee members.
7. Each Committee must complete its work within sixty days from the date of publication of the Rector's decree of appointment. Days falling between July 16 and August 31 and between December 24 and January 6 of the following year are excluded from this calculation. The Rector may extend this deadline once, for no more than 30 days, for justified reasons reported by the Committee Chair. If the work is not completed within the set deadline, the Rector, by reasoned decision, initiates procedures to replace the Committee or the members responsible for the delay, using the same procedures as in paragraph 1, and sets a new non-extendable deadline of sixty days for completion.
8. No remuneration is provided for Committee members, except for reimbursement of documented expenses, in accordance with the University of Foggia's mission regulations. The Committee may also use telematic tools that ensure the simultaneous participation of all members.
9. The Committee is constituted in compliance with regulations on incompatibility and conflict of interest. Upon reviewing the list of candidates, each member must sign a declaration stating that no incompatibility situations exist with the candidates pursuant to Article 51 of the Italian Code of Civil Procedure.

Art. 8

(Activities of the Selection Committee)

1. The selection is carried out on the basis of the qualifications and publications held by candidates at the deadline of the call and presented and discussed before the Selection

- Committee. During the discussion, any oral test aimed at verifying adequate knowledge of a foreign language is also conducted.
2. At its first meeting, the Selection Committee defines the evaluation criteria and parameters, taking into account current regulations and establishing, as preferential criteria, possession of the National Scientific Qualification for the role of associate professor and a significant scientific output in both qualitative and quantitative terms.
 3. If the number of candidates exceeds six, the Selection Committee conducts a preliminary evaluation, expressing a reasoned analytical assessment of candidates' qualifications, curriculum, and scientific production, based on criteria and parameters established by a specific Decree issued by the Ministry of University and Research, after consulting ANVUR and CUN, pursuant to Article 24, paragraph 2, letter c), of Law 240/2010.
 4. The Selection Committee promptly communicates the decisions referred to in paragraph 2 to the person responsible for the procedure, who ensures their publication before the Committee continues its work.
 5. Following the preliminary evaluation, the comparatively most deserving candidates—between 10% and 20% of the total number and in any case not fewer than six—are admitted to the public discussion of qualifications and scientific output with the Committee.
 6. Candidates will be notified of the date of the discussion at least ten days in advance, through publication of a notice on the University website and by sending a communication to the email/PEC address provided in the application.
 7. At the end of the discussion, the Committee assigns a score to the qualifications and to each publication submitted by the candidates who took part in the discussion; for those candidates, the Committee also expresses a final collective judgment, which may be unanimous or by majority.
 8. The Committee's decisions are taken by open vote.
 9. Based on the collective judgments, the Committee identifies the candidates deemed suitable.
 10. At the end of its work, the Committee prepares a summary report including the evaluations obtained by each candidate admitted to the discussion.

Art. 9

(Verification of the regularity of the proceedings)

1. The official records consist of the minutes of each meeting of the Committee, which include the collective evaluations of each candidate, as well as the summary report of the work carried out. The formal regularity of the records is verified by Rector's decree within twenty days from the submission of the minutes to the person responsible for the procedure.
2. All minutes prepared by the Committee are published on the University website. Minutes of meetings following the preliminary evaluation are published after the issuance of the decree approving the procedure's records.
3. If the Rector identifies remediable defects in the procedure, he/she returns the records to the Committee with a reasoned decision, assigning a deadline of no more than twenty days to make the necessary corrections.
4. The Rector's decree certifying the formal regularity of the records is published on the University website. For candidates admitted to the selection, such publication constitutes official notification.

Art. 10

(Appointment / Call)

1. The Department Council that requested the selection procedure, having received the Rector's decree approving the procedure's records and indicating the suitable candidates, normally within thirty days from the date of that decree, adopts a reasoned resolution proposing the appointment of one of the suitable candidates or expressly resolves not to proceed with any

- appointment. The resolution is approved by an absolute majority of full and associate professors of the Department.
2. If one of the suitable candidates is the spouse or cohabiting partner of a professor affiliated with the Department that requested the procedure, that professor does not take part in the discussion or vote on the appointment proposal.
- 2 bis* The Chair or members of the Selection Committee referred to in Article 7 who belong to the proposing Department must abstain from the discussion and vote on the appointment proposal.
3. If the Department fails to adopt any resolution within the above-mentioned time limit, it may not request, for the following three years from the approval of the records, the filling of a position in the same scientific-disciplinary group for which the procedure was carried out.
 4. The Rector, within the functions and responsibilities set out in Article 2, paragraph 1, letter b), of Law 240/2010, submits the Department's appointment proposal to the Board of Directors for approval.
 5. The Board of Directors decides on the Department's proposal by absolute majority.
 6. If one of the suitable candidates is the spouse or cohabiting partner of a member of the Board of Directors, that member does not participate in the discussion or vote on the appointment.
 7. By reasoned decision, the Board of Directors may invite the Department to reconsider the appointment proposal, granting a period of thirty days to adopt a new resolution. If, after this period, the Department does not respond to the request for reconsideration or confirms the previously adopted proposal, the Board of Directors takes the final decision on the appointment.

Art. 11

(Conclusion of the Individual Employment Contract)

1. Following the approval of the call proposal referred to in Article 10, paragraph 2 above, the eligible candidate is invited to enter into an employment contract.
2. The contract, to be signed within the mandatory period of ninety days from the conclusion of the selection procedure, must contain:
 - a) specification of the fixed-term duration of the employment relationship;
 - b) indication of the starting date and the final term of the employment relationship;
 - c) indication of the duties required pursuant to Article 3, paragraph 6, letter b);
 - d) indication of remuneration;
 - e) indication of the teaching and research unit of affiliation;
 - f) the relevant disciplinary scientific sector;
 - g) indication of the probationary period, 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 moment of communication to the other party;
 - h) obligation for the researcher to give thirty days' notice in case of termination of the contract. Failing this, the Administration shall withhold the amount corresponding to the salary due to the employee for the unworked notice period.
3. The employment contract, drawn up in written form, is signed by the successful candidate and by the Rector.

Art. 12

(Regulation of the Employment Relationship)

1. The employment relationship established between the University of Foggia and the successful candidate selected under this Regulation is fixed-term and is governed by the provisions in force on subordinate employment, including those concerning tax, social security, and welfare treatment applicable to employment income.

2. Pursuant to Article 24, paragraph 9, of Law No. 240/2010, holding such contracts does not confer any prior right of access to permanent academic positions within the University.
3. The performance of contracts governed by this Regulation constitutes a preferential qualification in competitions for access to public administrations.
4. Fixed-term researchers are subject to Law No. 240/2010, as well as Articles 32 paragraphs 1, 2, 3 and 5, Article 33 and Article 34 paragraph 1 of Presidential Decree No. 382 of 11 July 1980, insofar as compatible with the nature of the employment relationship established with the University, and to the Statute of the University of Foggia and its implementing regulations, with particular reference to the rules governing active and passive voting rights of such individuals in university governing bodies.
5. For the purposes of the duration of the employment relationship, periods of leave for maternity, paternity, or health reasons, in accordance with applicable law, are not counted, upon request of the contract holder.

Art. 13

(Methods of Performing the Employment Relationship)

1. Research activity is carried out by the researcher within the proposing Department.
2. Teaching, supplementary teaching, and student service activities are carried out by the researcher within one or more degree programmes offered by the University, as indicated by the proposing Department. Such activities must comply with the hourly commitment provided in Articles 15 and 16 below. Presence on site must be distributed throughout the year, unless otherwise determined by the affiliated structures.
3. Research activity shall be subject to a specific technical-scientific report to be submitted annually for approval by the Department.
4. Teaching, supplementary teaching, and student service activities carried out by the researcher must be recorded in a dedicated register, to be submitted annually for approval by the Department.
5. Failure to approve the scientific report and the teaching register constitutes grounds for termination of the contract. The Academic Senate decides on such termination.
6. Institutional agreements between the University, the Region, and healthcare companies may provide that the fixed-term researcher also performs clinical activities.
7. The researcher is required to comply with the duties established by the Statute and internal regulations.
8. The researcher is also required to comply with the Code of Ethics of the University of Foggia.
9. Disciplinary competence is governed by Article 10 of Law No. 240/2010.

Art. 14

(Duration and Remuneration of the Contract)

1. The contract referred to in Article 2 has a maximum duration of six years.
2. Contracts may provide for either full-time or part-time commitment.
3. For full-time commitment, the total annual workload for teaching, supplementary teaching, and student service activities is 350 hours.
4. For part-time commitment, the total annual workload for such activities is 200 hours.
5. With regard to the teaching commitment referred to in paragraphs 3 and 4 above, the fixed-term researcher is assigned a module or curricular course requiring at least 60 hours of face-to-face teaching per year.
6. Remuneration is indicated in the selection notice, in accordance with Law No. 240/2010.

7. The total annual gross remuneration for contract holders under this Regulation is equal to the initial salary of a confirmed full-time researcher, increased by up to 30%, as determined by the Board of Directors.
8. Fixed-term researchers are not subject to salary or career progression.

Art. 15

(Appointment as Associate Professor)

1. From the end of the third year and for each subsequent year of contract duration, the interested party shall request their Department to initiate the evaluation procedure, within the month preceding the resolution on staffing planning for the relevant cycle.
 2. The University evaluates, upon request of the interested party, the contract holder who has obtained the National Scientific Qualification for appointment as Associate Professor.
 3. Notice of the initiation of the evaluation is published on the University of Foggia website.
 4. The Department, through its staffing planning resolution for the relevant cycle, requests the Board of Directors to initiate the evaluation procedure, ensuring the availability of the necessary resources in case of a positive outcome. It also proposes the evaluation committee, in restricted composition and by absolute majority of Full Professors, in accordance with the applicable regulation governing the appointment of full and associate professors. Members of the committee may not include professors who were members of the selection committee for the procedure through which the researcher was appointed. The committee is appointed by Rectoral decree.
 5. The committee carries out its assessment in accordance with Ministerial Decree 21 October 2024, No. 1658, evaluating in particular teaching activity, student services, scientific research, knowledge valorisation, and clinical activity (where applicable), carried out during:
 - the contract referred to in Article 24, paragraph 3, of Law No. 240/2010;
 - prior employment relationships through which access to the fixed-term researcher contract was obtained under Article 24, paragraph 3 and Article 29, paragraph 5, of Law No. 240/2010 and Article 14, paragraph 6-duodevices, of Decree-Law No. 36 of 30 April 2022.
- 5-bis* The evaluation referred to in Article 24, paragraph 5, of Law No. 240 of 30 December 2010, concerning researchers appointed through direct call pursuant to Article 1, paragraph 9, of Law No. 230 of 4 November 2005, as amended by Article 29, paragraph 7, of Law No. 240 of 30 December 2010, as winners of highly qualified research programmes funded by central State administrations, the European Union, or other international organisations, takes into account the first evaluation provided for the same programme when the appointment procedure was initiated before such evaluation.
- 5-ter* For the evaluation of teaching activity and student services, the committee shall consider, indicatively, the following criteria:
- a) commitment and continuity of teaching activity carried out, including at international level, within degree programmes, doctoral programmes, specialisation schools, master's programmes, and advanced training courses;
 - b) the level of service provided by the researcher to students, as assessed by students through the tools provided by the University;
 - c) participation in examination committees, as well as in university bodies and activities dedicated to student support;
 - d) quantity and quality of supervision in the preparation of final theses relating to all training programmes referred to in point (a) of this paragraph;
 - e) participation in European and international university networks and partnerships, in one of the following roles: member of governance bodies, academic staff involved in mobility and exchange programmes, or staff involved in the design and implementation of transnational education activities.

5-quater For the evaluation of scientific research activity, the Committee shall take into consideration, indicatively, the following criteria:

- a) the organisation of or participation as speaker in scientific conferences in Italy or abroad, as well as participation in national and international scientific dissemination activities related to the principles of open science and citizen science, as defined at EU and international level and set out in the National Plan for Open Science (P.N.S.A.) adopted by Decree of the Minister of University and Research No. 268 of 28 February 2022;
- b) the coordination or participation in the activities of a research group characterised by collaborations at national, European or international level, including within national and international research infrastructures defined by Article 2, paragraph 6, of Regulation (EU) No. 1291/2013;
- c) responsibility for scientific studies and research assigned by qualified public or private institutions;
- d) participation, as principal investigator or as collaborator of the principal investigator, in projects funded under highly qualified research programmes as specified in the Decree of the Minister of University and Research No. 919 of 22 July 2022;
- e) scientific responsibility for national, European and international research projects admitted to funding on the basis of competitive calls involving peer review;
- f) participation in or coordination of scientific and editorial committees of journals, editorial series, encyclopaedias, and prestigious scholarly volumes;
- g) participation in doctoral boards of PhD programmes accredited by the Ministry of University and Research (MUR);
- h) formal assignment of teaching or research positions (fellowships) at foreign or supranational universities and qualified research institutions;
- i) awards and recognitions for scientific activity, including membership in academies of recognised prestige within the disciplinary scientific field to which the researcher belongs;
- j) specific professional experience characterised by research activity of the candidate and relevant to the disciplinary scientific field of affiliation.

5-quinquies For the evaluation of knowledge valorisation activities, the Committee shall take into consideration the following criteria:

- a) results achieved in the field of technology transfer;
- b) results achieved in the field of production and management of public goods;
- c) results achieved in the field of public engagement;
- d) results achieved in the field of life sciences and health;
- e) results achieved in the field of environmental sustainability, inclusion, and the reduction of inequalities.

5-sexies The Committee shall evaluate the consistency and quality of the researcher's scientific output, as well as its intensity and temporal continuity, without prejudice to duly documented periods of involuntary absence from research activity. This evaluation is carried out on the basis of the following criteria:

- a) originality, understood as the capacity of the research output to introduce a new way of thinking and/or interpreting, or new methods in relation to the subject of the research, including the introduction of methods previously belonging to other disciplines;
- b) methodology, understood as the capacity of the research output to clearly present the research objectives and their scientific value, the literature used, and the results obtained, also promoting, where applicable, the reproducibility of results, transparency regarding the methods and procedures adopted, and access to the data used, with a view to enhancing the entire process that led to the production of the research output;
- c) impact, understood as the capacity of the research output to generate, in the short, medium, or long term, an effect or benefit for the national and international scientific community and/or for the economic and social context;

d) coherence of the research activity and scientific production with the disciplinary scientific group and the relevant disciplinary scientific sector, also taking into account related multidisciplinary and interdisciplinary themes;

e) valorisation of the researcher's individual contribution in the case of collaborative works.

5-*septies* Taking into account the specific needs of scientific research and knowledge valorisation, and any clinical activity (where applicable), and in compliance with the above criteria, Departments may define qualitative standards recognised at international level, including more selective specifications.

6. The evaluation shall in any case include a teaching test within the relevant disciplinary scientific group. The teaching test consists of the presentation of a teaching unit on a topic chosen by the candidate from a set of three topics previously determined by the Selection Committee at least 24 hours before the test, and after formal notification issued at least seven days in advance.

7. At the end of the teaching test, the Committee shall issue a reasoned collegial judgment (positive or negative), and the evaluation is considered passed only in the case of a positive judgment.

8. The work of the Committee must be completed within sixty days from the appointment decree.

9. The Committee's acts are approved by Rectoral decree.

10. In the event of a positive evaluation, appointment to the role of Associate Professor shall take place within thirty days from the date of approval of the acts.

11. In the event of a negative evaluation, the contract holder may submit a new application for evaluation no earlier than one year after the previous application.

Art. 16

(Termination of the Contract)

1. The termination of the contract is determined by:

a) expiry of the term;

b) termination for just cause by either party, effective from the moment of receipt of the relevant communication.

Art. 17

(Reserved Procedures – Transitional Provisions)

1. Until 31 December 2026, the University of Foggia reserves a share of not less than 25% of the resources allocated to the stipulation of the contracts governed by this Regulation for individuals who are, or have been, for a period of not less than one year, holders of fixed-term researcher contracts pursuant to Article 24, paragraph 3, letter a), of Law No. 240 of 30 December 2010, or for individuals who have been, for a total period of not less than three years, holders of one or more research fellowships pursuant to Article 22 of Law No. 240 of 30 December 2010, in its previous version.

2. Until 31 December 2026, upon request of the RTT, the following service periods are recognised for classification purposes:

a) a service period of three years for those who have held, for at least three years, fixed-term researcher contracts pursuant to Article 24, paragraph 3, letter a), of Law No. 240/2010. In this case, the evaluation for appointment to the role of Associate Professor under Article 15 of this Regulation shall take place no earlier than 12 months after taking up service;

b) a service period of two years for those who have held, for at least three years, research fellowships pursuant to Article 22 of Law No. 240/2010 in its previous version.

3. The relevant reserved procedures shall be carried out in accordance with the rules of this Regulation. The calls for applications shall expressly indicate the reserved nature of the procedure.

Art. 18

(Transitional and Final Provisions)

1. This Regulation shall enter into force on the day following the issuance of the relevant Rectoral Decree and shall apply to procedures not yet announced at the date of its issuance, without prejudice to Article 15, which shall apply to ongoing employment relationships.
2. The documents relating to the procedures governed by this Regulation shall remain available on the University website for a period of one year from their publication. Measures concerning the announcement of the procedure, the appointment of the Selection Committee, and the approval of the procedure acts shall be published in the official register as well as on the University website.
3. Where, at the time of signing the contract referred to in Article 24, paragraph 3, of Law No. 240/2010, the researcher has previously held positions under Articles 22, 22-bis, and 22-ter at this or another university, or at institutions of higher artistic, musical, and coreutic education, institutions whose diploma of advanced scientific training has been recognised as equivalent to the PhD under Article 74, fourth paragraph, of Presidential Decree No. 382 of 11 July 1980, as well as public research bodies, for a total period exceeding five years, even non-continuous, the overall duration of the contract shall be reduced, upon request of the interested party, by an amount corresponding to the period exceeding such threshold. In any case, the contract may not have a duration of less than one year.
4. For all matters not expressly provided for in this Regulation, the applicable legislation shall apply.