



**POLITECNICO**  
MILANO 1863

## POLITECNICO DI MILANO

### THE RECTOR

HAVING REGARD to the Presidential Decree of 10 January 1957, no. 3 "Consolidated Text of Provisions concerning the statute of civil servants of the State - Statute of civil servants of the State," and subsequent amendments;

HAVING REGARD to the Presidential Decree of 3 May 1957, no. 686 "Implementation Rules of the Consolidated Text of Provisions on the Statute of Civil Servants of the State, approved by the Presidential Decree of 10 January 1957, no. 3;

HAVING REGARD to the Presidential Decree of 11 July 1980, no. 382 "Reorganization of university teaching, the related training sector as well as organizational and didactic experimentation," and subsequent amendments;

HAVING SEEN Law 09 May 1989, no. 168 "Establishment of the Ministry of University and Scientific and Technological Research," and subsequent amendments;

HAVING SEEN Law 30 November 1989, no. 398 "Provisions on university scholarships," and in particular Article 4, and subsequent amendments;

HAVING SEEN Law 19 November 1990, no. 341 "Reform of university teaching regulations," and subsequent amendments;

HAVING SEEN Law 27 December 1997, no. 449 "Measures for the stabilization of public finance," in particular Article 51, paragraph 6, and subsequent amendments;

HAVING REGARD to Legislative Decree 30 March 2001, no. 165 "General rules on the organization of work under the employment of public administrations," and subsequent amendments;

HAVING SEEN the Recommendation of the European Commission of 11 March 2005 regarding the European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers;

HAVING SEEN Law 04 November 2005, no. 230 "New provisions concerning university professors and researchers, and delegation to the Government for the reorganization of the recruitment of university professors";

HAVING SEEN Law 31 December 2010, no. 240 "Provisions regarding the organization of universities, academic staff, recruitment, as well as delegation to the Government to enhance the quality and efficiency of the university system," and in particular Articles 7 "Provisions on the mobility of professors and researchers," Article 18 "Appointment of professors," and Article 24 "Fixed-term researchers," and subsequent amendments;

HAVING SEEN Ministerial Decree 02 May 2011 entitled "Definition of tables of correspondence between Italian academic positions and foreign ones as referred to in Article 18, paragraph 1, letter b) of Law 240/2010";

HAVING REGARD to Law 06 November 2012, no. 190 "Provisions for the prevention and suppression of corruption and illegality in the public administration," and subsequent amendments;

HAVING SEEN Circular of the Ministry of University and Research (MUR) no. 8312 of 05 April 2013, with the subject "Planning of personnel recruitment for the year 2013 pursuant to Legislative Decree 49/12 and Law 135/2012. Verification of personnel recruitment carried out from 1/1/2012 to 31/12/2012";

HAVING SEEN Decree Law 30 December 2015, no. 210 "Extension of terms provided for by legislative provisions," converted with amendments into Law 25 February 2016, no. 21;  
HAVING SEEN Law 20 May 2016, no. 76 "Regulation of civil unions between persons of the same sex and regulation of cohabitation;  
HAVING SEEN Decree Law of 30 April 2022, no. 36 "Further urgent measures for the implementation of the National Recovery and Resilience Plan (PNRR)," converted with amendments into Law of 29 June 2022, no. 79;  
HAVING SEEN Decree Law of 24 February 2023, no. 13, containing urgent provisions for the implementation of the National Recovery and Resilience Plan (PNRR) and the National Plan for Complementary Investments to the PNRR (PNC), as well as for the implementation of cohesion policies and the common agricultural policy. Provisions concerning the exercise of legislative delegations," converted, with amendments, into Law of 21 April 2023, no. 41;  
HAVING SEEN the current Statute of the Politecnico di Milano;  
HAVING SEEN the current University General Regulations;  
HAVING SEEN the current Code of Ethics and Conduct of the Politecnico di Milano;  
HAVING SEEN Rector's Decree no. 701/AG of 02 March 2012 by which the Regulation for the discipline of appointments of professors in the first and second tiers pursuant to Article 18 of Law no. 240 of 31 December 2010, and subsequent amendments, was issued;  
HAVING TAKEN INTO ACCOUNT the resolutions adopted by the Academic Senate and the Board of Directors in their respective meetings on 22 and 30 May 2023, regarding the approval of partial modifications made to the Regulation for the discipline of appointments of professors in the first and second tiers pursuant to Article 18 of Law no. 240 of 31 December 2010, and subsequent amendments;  
HAVING OBSERVED, therefore, the necessity to issue the Regulation for the discipline of appointments of professors in the first and second tiers pursuant to Article 18 of Law no. 240 of 31 December 2010, and subsequent amendments, including the approved modifications;

## DECREES

### Art. 1

- 1) For the reasons stated in the preamble, the Regulation governing the appointment procedures for professors in the first and second tiers under Article 18 of Law no. 240 of 31 December 2010, and subsequent amendments and integrations, issued with Rector's Decree no. 701/AG of 02 March 2012, as further amended by Rector's Decrees no. 3134/AG of 03 December 2012, 2934/AG of 04 November 2013, 1336/SAGNI of 05 May 2014, 3452/SAGNI of 13 October 2014, 2012/SAGNI of 30 April 2015, 3397 of 29 July 2016, 3324 of 15 June 2017, 9389 of 21 December 2018, 3984 of 29 May 2019, 2666 of 1 April 2020, 5368 of 24 June 2021, and 7834 of 29 July 2022, is further amended as indicated in the text that is an integral part of this decree.
- 2) The modifications made to the regulatory text are indicated in ***bold italics***.

## **Regulation for the Discipline of Appointments of Full Professors and Associate Professors**

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## Title I General Principles

### Article 1 Purpose and Scope of Application

- 1) This Regulation, adopted pursuant to Law May 9, 1989, no. 168, governs, in accordance with the principles set out in the European Charter for Researchers, as provided in European Community Recommendation no. 251 of March 11, 2015, and the Ethical and Behavioral Code of Politecnico di Milano, the procedures for the appointment of full and associate professors.

### Article 2 Three-Year Planning of the Needs for Full and Associate Professors

- 1) The Board of Directors, after receiving the opinion of the Academic Senate, within the budget availability of the University, approves the three-year planning of personnel needs and decides on the allocation to the Departments.  
Within 6 months from the date of the Board of Directors meeting, the Rector requests the Department Directors to provide the three-year planning for the Department. This planning is not binding.
- 2) Politecnico di Milano, within the framework of the three-year planning, allocates resources corresponding to at least one-fifth of the available positions of full professorships to the appointment of those who have not served as full professors, associate professors, tenured researchers, fixed-term researchers as defined in Article 24, paragraph 3, of Law 240/2010, in the last three years, or have not held research grants or been enrolled in university courses at the same university. ***This constraint is also satisfied by appointments under Article 7, paragraph 5 bis of Law 240/2010 (see Title V of this regulation).***
- 3) ***Politecnico di Milano, within the framework of the three-year planning, allocates resources corresponding to at least one-fifth of the available positions of full professors to the appointment of scholars possessing the qualification for the relevant scientific-disciplinary group, who are not already in service at other universities in the position of full professor.***

### Art. 3 Department Requests

- 1) The Department Council, within the limits of the resources allocated to it and based on specific educational and scientific needs, decides to initiate appointment procedures for full and associate professors.
- 2) The decision must be made in a closed session attended by full professors for proposals regarding the appointment of full professors, and by full and associate professors for proposals regarding the appointment of associate professors. This decision is made after obtaining the opinion of the Schools where the institutional task is to be fulfilled, with a favorable vote from an absolute majority of those entitled to vote. The decision must specify, with adequate reasoning, one of the following types of procedures:
  - a) Appointment following a selective procedure as stipulated in Article 18, paragraph 1 of Law 240/2010;
  - b) Appointment following an evaluative procedure as stipulated in Article 24, paragraph 5 of Law 240/2010, along with its modalities;
  - c) Appointment following an evaluative procedure as stipulated in Article 24, paragraph 6 of Law 240/2010, along with its modalities;
  - d) Appointment following a selective mobility procedure as stipulated in Article 7, paragraph 5-bis of Law 240/2010;
  - e) Direct appointment or appointment based on clear reputation in accordance with the provisions of Article 1, paragraph 9 of Law 230/2005, and subsequent amendments.

**Article 4**  
**Financial coverage**

- 1) *The procedures referred to in the preceding article are activated within the scope of budget availability, in coherence with the three-year planning outlined in Article 2 of this Regulation.***
- 2) *The costs arising from the activation of the aforementioned procedures can also be fully borne by other public and private entities, in accordance with what is provided in Article 18, paragraph 3, of Law 240/2010, subject to the signing of agreements/accords with an amount not less than the fifteen-year cost for the positions of ordinary and associate as per this Regulation, excluding the procedures mentioned in Article 3, paragraph 2, point e). In the event that the financier chooses to disburse the amount in multiple installments, they must provide an adequate bank or insurance guarantee corresponding to the amount not disbursed at the time of signing.***
- 3) *The financial resources necessary to ensure the coverage of the economic commitments for the various positions must be available at the time of the approval of the agreement by the Board of Directors and must also include the gross deductions to be borne by the Employee and the charges borne by the University.***

**Title II**  
**Appointment of full professors and associate professors following a selection procedure pursuant to Article 18, paragraph 1, of Law No. 240/2010**

**Article 5**  
**Selection procedure**

- 1) The resolution for activating the procedure must contain the following information:**
  - a) The position for which the procedure is being activated;
  - b) The number of positions;
  - c) The financial coverage method as per Article 4;
  - d) The scientific-disciplinary group, as per Article 15 of Law 240/2010, for which the procedure is being requested;
  - e) Any indication of one or more scientific-disciplinary sectors;
  - f) The specific functions that the professor will have to perform, including the type of teaching and scientific commitment, considering the necessary language skills, in coherence with the specific University Regulation on teaching commitment;
  - g) The indication of the methods for assessing the level of English language proficiency;
  - h) Any indication of methods for assessing additional language skills of candidates other than English, also in relation to teaching needs for foreign language study programs.
- 2) The selection procedure is carried out upon issuance of a call by the Rector, published on the University's website and advertised on the websites of the relevant Ministry and the European Union; the notice of the call is also published in the Official Gazette.**
- 3) The call is published for at least 30 consecutive days starting from the day following the publication of the notice in the Official Gazette.**
- 4) The call must specify:**
  - a) The position for which the procedure is being activated;
  - b) The number of positions;
  - c) The relevant Department;
  - d) The service location;
  - e) The group of academic disciplines, as per Article 15 of Law 240/2010, for which the position is being requested;
  - f) Any indication of one or more academic disciplines;
  - g) The specific functions that the professor will have to perform (type of teaching and scientific commitment);
  - h) The envisaged economic and social security treatment;
  - i) The deadline and methods for submitting applications;
  - j) The subjective requirements for admission to the procedure;
- k) Indication of evaluation criteria that the Committee must adhere to according to the**

subsequent Article 8 of this Regulation;

l) Indication of a maximum number of publications, not less than twelve;

m) The indication of methods for assessing the level of English language proficiency;

n) Any indication of methods for assessing additional language skills of candidates other than English, also in relation to teaching needs for foreign language study programs.

## **Article 6** **Judging Committee**

1) The Judging Committee, appointed by a rectoral decree upon the proposal of the Department Council that has requested the position to be filled, is composed, ensuring normally adequate gender representation, of:

a) a professor from the Politecnico di Milano or, potentially, from another national University belonging to the group of academic disciplines relevant to the subject of the competition;

b) two professors, employed at foreign Universities, identified among professors of proven international recognition in the scientific field relevant to the competition.

Regarding the procedures for the appointment of full professors, only Full Professors and faculty members with equivalent academic positions, as defined by the appropriate Ministerial Decree, can be part of the Committee.

Regarding the procedures for the appointment of associate professors, the Committee can include Full and Associate Professors, as well as faculty members from foreign Universities with equivalent academic positions, as defined by the appropriate Ministerial Decree.

The Department Council may propose the Committee composition even when activating the procedure.

2) Individuals who cannot be members of the Committee include:

a) professors who are currently serving as members of the Committee for the national qualification assessment in the same disciplinary sector or one of the disciplinary sectors included in the same macrosector, or for the same scientific-disciplinary group, of the reference session;

b) professors who have received a negative evaluation according to Article 6, Paragraph 7 of Law 240/2010;

c) professors who are in a conflict of interest situation or have a relationship of marriage or kinship or affinity up to the 4th degree inclusive, or a civil union relationship between same-sex individuals as regulated by Article 1 of Law 20.05.2016, no. 76, or are in a de facto cohabitation situation as regulated by Article 1, Paragraphs 37 and onwards of Law 20.05.2016, no. 76, with the candidates.

d) professors who have been convicted, even if the sentence is not final, for offenses provided for in Title II, Chapter I of the second book of the criminal code;

e) those who are in a conflict of interest situation or in a situation for which the grounds for abstention under Article 51 of the Code of Civil Procedure exist with the candidates or with the other members of the Committee;

f) Professors who are co-authors with one or more candidates, in a percentage exceeding 50%, of the publications attached by them for evaluation purposes.

g) professors who would exceed, following a new appointment, the maximum number of:

- 2 appointments in the same calendar year to local Committees at the Politecnico di Milano concerning selection procedures according to Article 18 of Law 240/2010;

- 2 appointments in the same calendar year to local Committees at the Politecnico di Milano concerning evaluation procedures according to Article 24, Paragraph 5 of Law 240/2010;

- 2 appointments in the same calendar year to local Committees at the Politecnico di Milano concerning evaluation procedures according to Article 24, Paragraph 6 of Law 240/2010;

- 2 appointments in the same calendar year to local Committees at the Politecnico di Milano concerning selection procedures according to Article 7, Paragraph 5-bis of Law 240/2010.

***Appointments related to selection processes that ended without viable candidates due to their absence, as well as those that have been the subject of withdrawal or resignations, are not counted.***

3) The appointment decree is published in the official register and on the University's website.

4) Starting from the publication date, candidates have 30 days to submit any requests to disqualify committee members to the Rector.

5) Participation in the proceedings is a mandatory duty for members of the Judging Committee, with the exception of cases of force majeure. Failure to participate in the proceedings by committee members, as determined by a rectoral decree, results in their removal from the committee. Resignation from the appointment or the resignation of a committee member due to unforeseen hindrances must be adequately justified and documented and only takes effect after acceptance by the Rector.

6) Within itself, the Committee designates a Chairman and a recording secretary, roles that can be held by the same person.

7) The Committee conducts its work with the presence of all members and makes its decisions by a majority of votes.

8) The Committee can use telecommunication tools for collaborative work and can conduct all its sessions remotely. The procedures for conducting remote sessions must be properly documented. Any sessions that involve interviews with candidates must be conducted in person.

### **Article 7**

#### **Candidates eligible for the selection**

- 1) The following individuals may be admitted to the process:
  - a) Scholars possessing the national scientific qualification according to Article 16 of Law 240/2010 for the relevant disciplinary sector or one of the disciplinary sectors included within the same macro-sector, or for the scientific-disciplinary group, for the functions subject to the process, or for higher functions as long as they are not already holding the same higher functions;
  - b) Candidates who have obtained eligibility according to Law 210/1998 for the corresponding role to the one for which the call is issued, limited to the duration of the same;
  - c) Professors already employed at other Universities in the role corresponding to that for which the selection is announced;
  - d) Scholars permanently engaged in research or university-level teaching activities abroad at a level equivalent to those subject of the call, based on the correspondence tables defined by the competent Ministry.
- 2) Those who, at the time of application, have a kinship or affinity up to the fourth degree inclusive with a professor belonging to the Department that requests the activation of the procedure or conducts the call, or with the Rector, the General Director, or a member of the University's Board of Directors, are not eligible to participate in the procedure for appointment.
- 3) Exclusion from the selection procedure is determined by a reasoned decree of the Rector and notified to the concerned party.

### **Article 8**

#### **Selection procedure modalities**

- 1) The Committees evaluate the candidates admitted to the process as described in this Title II based on:
  - a) Their curriculum vitae;
  - b) Their scientific publications;
  - c) Their teaching activities.
- 2) Candidates must provide, under penalty of exclusion from the selection, a scientific and professional curriculum in English.
- 3) Candidates must submit, under penalty of exclusion from the selection, all documentation necessary for evaluation using the procedures indicated in the call.
- 4) During the initial meeting, the Committees establish the criteria and parameters for the evaluation, considering the teaching and scientific commitments outlined in the call. In the same meeting, the Committees also set the maximum and minimum scores, below which candidates cannot be included in the ranking.
- 5) The Committees, referring to the thematic areas of the job profile and relevant interdisciplinary themes, will use the following criteria:
  - a) Quality of scientific or project-based output, evaluated based on criteria and parameters recognized within the international scientific community;

- b) Teaching activities carried out at national and international universities or institutions;
  - c) Scientific responsibility for funded research projects;
  - d) (where applicable) Results achieved in technology transfer in terms of participation in the creation of new companies (spin-offs), development, use, and commercialization of patents.
- 6) At the conclusion of the proceedings, based on these criteria, the Committee compiles, with a majority vote of its members, a ranking list of selected candidates for carrying out the teaching and scientific functions for which the selection has been announced, up to a maximum of five times the number of advertised positions.

In case of a tie in scores, the following are considered as preferential factors:

- 1. Completion of contracts under Article 24, paragraph 3 of Law 240/2010;
- 2. Possession of a Doctorate degree.

Placement in the ranking list does not serve as a qualification for subsequent selection processes at Politecnico di Milano.

## **Article 9**

### **Conclusion of the Procedure**

- 1) The Committees conclude their proceedings within six months from the date of publication of the Rector's appointment decree in the University's official register.
- 2) The Rector can extend the deadline for concluding the procedure by a single time and for no more than three months, based on valid reasons reported by the Chairman of the Committee. After the deadline for concluding the proceedings has passed, the Rector will, by means of a reasoned decision, dissolve the Committee and appoint a new one to replace the previous one. If the Rector identifies irregularities in the procedure, the acts will be sent to the Committee with a reasoned decision, assigning a deadline for making any necessary modifications.
- 3) An individual minutes report, signed by all members, must be prepared for each meeting of the Committee. The minutes and their relevant attachments can be prepared in both Italian and English. If prepared exclusively in English, before issuing the decree approving the acts, the person responsible for the procedure must ensure the preparation of a certified translation in Italian of all minutes and their relevant attachments.
- 4) The acts are approved by the Rector's decree within 60 days from the delivery of the minutes to the relevant Administrative Office. If a certified translation into Italian had to be prepared, the term begins on the day of delivering the translation to the person responsible for the procedure.
- 5) The decree mentioned in the previous paragraph and the ranking list are published on the University's website.

## **Article 10**

### **Candidate Appointments**

- 1) Upon completion of the selection process, the Department Council proposes to the Board of Directors, within two months of the approval of the acts, the appointment of the top-ranked candidate for subsequent deliberation, or decides not to proceed with the appointment while providing appropriate justification. The proposal resolution is adopted by an absolute majority of full professors for the appointment of full professors, and of both full professors and associate professors for the appointment of associate professors.
- 2) Following the Board of Directors' appointment deliberation, a directorial decree of appointment will be issued, specifying the commencement date of service.
- 3) Within a maximum period of sixty days from the Board of Directors' decision, and in any case subsequent to the issuance of the appointment decree as mentioned above, if there are additional justified educational and scientific needs, the Department Council, after consulting the School where the institutional task is to be performed, may propose to the Board of Directors, with a resolution adopted by an absolute majority of full professors for the appointment of full professors, and of both full professors and associate professors for the appointment of associate professors, the appointment of additional candidates who are suitably ranked in the list, provided that the availability of the necessary financial coverage has been confirmed.
- 4) If the sixty-day period mentioned in the previous paragraph elapses without further appointment proposals being made, the ranking list loses its validity.
- 5) Should the Department fail to propose appointments as described in the preceding paragraphs 1 and 3, the resources will be reclaimed by the Board of Directors, which will decide on their possible



reassignment.

- 6) Appointments are made by the General Director through their own decree, following a review of any incompatibility situations that may have arisen according to Article 18, paragraph 1, letter b of Law 240/2010, and after receiving the signed acceptance of the position from the Department Director.

### Title III

#### **Appointment as Associate Professor following an Evaluative Procedure in accordance with Article 24, Paragraph 5 of Law No. 240/2010**

#### Article 11

##### Procedure Modalities

- 1) *The initiation of the evaluative procedure can be requested from the relevant Department by fixed-term researchers who possess the national scientific qualification for the disciplinary sector or scientific-disciplinary group subject to the procedure. They must also hold contracts: under Article 24, Paragraph 3, Letter b) of Law 240/2010 in force as of June 29, 2022, hereafter referred to as "senior" contracts; under Article 24, Paragraph 3) of Law 240/2010, hereafter referred to as "RTT" contracts.*
- 2) *The evaluative procedure as mentioned in the previous paragraph can be initiated:*
  - *in the third year of the "senior" contract;*
  - *starting from the twenty-second month of the "senior" contract in the case of an early procedure, according to Article 24, paragraph 5-bis of Law 240/2010 in force as of June 29, 2022;*
  - *starting from the conclusion of the third year and for each subsequent year of the "RTT" contract. The procedure must be initiated no later than 90 days before the contract's expiration.*
- 3) The evaluation encompasses teaching activities, supplementary educational and student service activities, as well as scientific research activities within the contract, based on the criteria defined by Decree Law No. 344 of August 4, 2011.  
*For senior contract holders, for whom the University has initiated the procedure in advance, and for RTT (Researcher with Temporary Tenure) contracts, the evaluation involves passing a teaching test. This test entails presenting a lesson on a topic relevant to the academic discipline to which the contract holder belongs. The specific topic is chosen by the contract holder and presented to the evaluating committee.*
- 4) The Department Council, **within the available resources for planning and considering any departmental guidelines regarding the expected outcomes for contract holders, decides to activate the evaluation procedure** in a closed session attended by full professors and associate professors, requiring a favorable vote from the absolute majority of eligible members.
- 5) The Department Council, after consulting the relevant School:
  - a) If the educational and scientific need is confirmed, initiates the appointment procedure in accordance with Article 24, paragraph 5 of Law 240/2010.
  - b) Ensures financial coverage is available, and if necessary, supplements it. If financial coverage is guaranteed by a convention or agreement, the provisions of Article 4 of this Regulation apply.
  - c) Appoints, generally ensuring a balanced gender representation, the members who will be part of the Selection Committee. This committee consists of three full professors and associate professors, including external individuals who belong to the scientific-disciplinary group relevant to the procedure or their foreign equivalents, as determined by the correspondence tables defined by the relevant Ministry. The members **of the Selection Committee** should not be in situations of incompatibility as indicated in Article 6, paragraph 2 of this Regulation. The appointment can also take place concurrently with the activation of the procedure.
- 6) The Rector appoints the Committee through their official decree published in the University's Official Bulletin.
- 7) The Administration requests the necessary documentation for the evaluation from the individuals involved, including the report of educational and research activities conducted during the three-year contract period, and delivers it to the Selection Committee. **The Administration also arranges for the candidates to be called for the teaching test, if applicable.**
- 8) The Committee is responsible for concluding its evaluation based on the criteria established by Decree Law No. 344 of August 4, 2011, and provide the Administration with the report regarding the scientific and educational adequacy of the candidates within 30 days from the date of publication of the Rector's appointment decree in the University's Official Bulletin. The Committee is allowed to use

telecommunication tools for collaborative work and may conduct all of its sessions remotely. The procedures for remote sessions should be adequately documented in the minutes of the Committee's meetings.

9) The Administration prepares the Rector's approval decree for the acts, which is then transmitted to the Department along with the Committee's minutes.

10) In the case of a positive evaluation, the Department Council proposes the appointment in a closed session to full professors and associate professors, with a favorable vote from an absolute majority of those eligible, to be presented to the Board of Administration.

11) The Board of Administration authorizes the appointment.

**12) Senior contract holders are placed in the role of associate professors upon the expiration of their contract. Senior contract holders, for whom the University has initiated the procedure in advance, and RTT (Researcher with Temporary Tenure) contract holders are placed in the role of associate professors following the approval of the appointment by the Board of Directors.**

13) The appointment is issued by the General Director through their own decree, following an examination of any incompatibility situations as specified in Article 18, paragraph 1, letter b) of Law 240/2010, if applicable, and after receiving the signed service acceptance form from the Department Director.

#### **Title IV**

### **Appointment as a Full Professor and Associate Professor Following an Evaluation Procedure in Accordance with Article 24, Paragraph 6 of Law No. 240/2010**

#### **Art. 12**

#### **Conduct of the Procedure**

- 1) **Until the expiration date specified in Article 24, paragraph 6 of Law 240/2010, currently set at 31/12/2025**, the Department Council, **in a closed session attended by full professors for proposals for the appointment of full professors, and in a closed session attended by full professors and associate professors**, with a favorable vote from the absolute majority of eligible members, after consulting the relevant School, decides to activate the evaluation procedure targeting **associate professors and** indefinite-term researchers employed at the Polytechnic University of Milan. These individuals should hold the national scientific qualification as required by Article 16 of Law No. 240/2010. The Council also appoints the members who will be part of the Selection Committee, which may take place concurrently with the activation of the procedure.
- 2) The activation resolution must specify:
  - a) The number of positions for which the procedure is being activated.
  - b) The financial coverage method as per Article 4.
  - c) The academic discipline group, as defined in Article 15 of Law 240/2010, for which the position is being requested.
  - d) Any indication of one or more scientific-disciplinary sectors.
  - e) The scientific and teaching profile, considering the necessary language skills.
  - f) The maximum number of publications that each candidate can submit, in compliance with the current regulations, is not less than 12.
- 3) The notice of the evaluation procedure, issued by the Rector, is published in the University's Official Bulletin and on the University's website. Starting from the date of publication of the notice, a period of at least 15 days is allowed for eligible individuals to submit their applications, as indicated in the notice itself.
- 4) **Associate Professors and indefinite-term Researchers currently employed at Politecnico di Milano, in possession of the national scientific qualification for the specific academic discipline group in question, are eligible to participate in the evaluation procedures for the appointment of Full Professors.**

Indefinite-term Researchers currently employed at Politecnico di Milano, who hold the national scientific qualification **for either Full Professor or Associate Professor** in the relevant academic discipline group for the procedure, are eligible to participate in the evaluation procedures for the appointment of Associate Professors.
- 5) The Selection Committee is composed, typically ensuring adequate gender representation, as follows:
  - a) **one professor from Politecnico di Milano or, if necessary, from another national university affiliated with the relevant scientific-disciplinary group of the call;**

b) *two faculty members from foreign universities, selected from professors with a proven international reputation in the scientific field relevant to the call.*

*Regarding the procedures for appointing Full Professors, only Full Professors and faculty members with corresponding academic positions, as defined by the specific Ministerial Decree, are eligible to be part of the Commission.*

*Regarding the procedures for appointing Associate Professors, the Committee can include Full Professors, Associate Professors, and faculty members from foreign universities holding academic positions equivalent to those defined by the specific Ministerial Decree.*

The appointed members must not be in situations of incompatibility, as specified in Article 6, paragraph 2, of this Regulation.

6) From the date of publication, candidates have 30 days to submit any requests for the recusal of the commissioners to the Rector.

7) The Committees, referring to the scientific and teaching profile indicated by the Department, will use the following criteria:

a) Quality of scientific and/or project output, evaluated based on criteria and parameters recognized in the international scientific community of reference.

b) Teaching activities carried out at national and foreign universities or institutions.

c) Scientific responsibility for funded research projects.

d) (if applicable) Achievements in technology transfer, such as participation in the creation of new companies (spin-offs), development, utilization, and patent commercialization.

8) The Committee, based on the evaluation criteria, selects, with the majority of its members, the most qualified candidate for each position to perform the educational and scientific functions for which the procedure has been activated.

The Committee must conclude its evaluation within three months from the date of publication of the Rector's appointment decree in the University's Official Bulletin and, upon completion of the work, submit the relevant minutes to the Administration.

*For each session of the Committee, a separate minute should be prepared and signed by all members. The minutes and their attachments can be prepared in both Italian and English. If they are exclusively in English, the responsible party for the procedure must arrange for a certified translation into Italian of all minutes and their attachments before issuing the decree approving the acts.*

The Rector has the authority to extend the deadline for concluding the procedure for only one time and for no more than one month, provided there are valid reasons reported by the President of the Committee.

Once the deadline for completing the work has elapsed, the Rector, with a reasoned decision, will dissolve the Committee and appoint a new one in place of the previous one. In case the Rector identifies irregularities in the procedure, they will send the relevant documents to the Committee with a reasoned decision, assigning a deadline for any necessary modifications.

The Committee is permitted to utilize telecommunication tools for collaborative work and may conduct all its sessions remotely. The details of these sessions must be accurately documented in the minutes.

*The acts are approved by the Rector's decree within 60 days from the delivery of the minutes to the relevant Administration Office. In cases where a certified translation into Italian has been required, the term starts from the day of delivery to the person in charge of the translation. The Rector's decree of approval of the acts will be sent to the Department along with the Committee's minutes.*

9) The Department Council recommends the appointment of the candidate or candidates selected by the Committee in a closed session attended by *full professors, for proposals to appoint Full Professors, and by full professors and associate professors, for proposals to appoint Associate Professors*. A favorable vote from the absolute majority of eligible members is required to present these recommendations to the Board of Directors.

10) The appointment is made by the General Director through their own decree, following an examination of any incompatibility situations as specified in Article 18, paragraph 1, letter b) of Law 240/2010, if applicable, and after receiving the signed service acceptance form from the Department Director.

**Appointment as Full Professors and Associate Professors following a Mobility Selection  
Procedure in accordance with Article 7, paragraph 5-bis, of Law No. 240/2010.**

**Article 13  
Conduct of the Procedure**

- 1) Within the limits of the resources allocated to them, the Department Councils can decide to activate selective procedures for the appointment of Full Professors and Associate Professors in order to address specific educational, research, or third-mission needs, as stipulated in Article 7, paragraph 5-bis of Law No. 240/2010. The selection is carried out through a comparative evaluation of candidates. For evaluation purposes, candidates must submit their professional scientific curriculum, a selection of publications, and provide their project proposal related to the specific needs for which the procedure has been activated.
- 2) The activation resolution should be adopted, after obtaining the opinion of the Schools where the institutional task is to be fulfilled, with a favorable vote from the absolute majority of Full Professors for proposals to appoint Full Professors, and from Full Professors and Associate Professors for those to appoint Associate Professors.
- 3) The activation resolution must specify:
  - a) The number of positions and the role for which the procedure is activated.
  - b) The financial coverage method as per Article 4.
  - c) The scientific-disciplinary group for which the procedure is activated.
  - d) The specific educational, research, or third-mission needs, considering the necessary language skills.
  - e) The maximum number of publications each candidate can submit for evaluating the consistency and congruence of their scientific profile with the project proposal.
  - f) The procedure for summoning candidates to the public interview, which is useful for discussing the contents of the project proposal, candidates' qualifications, and scientific output, especially in relation to the needs mentioned in point d).
  - g) Information relevant for candidates to prepare and submit their project proposal
- 4) The public notice for collecting expressions of interest, issued by the Rector, is published in the University's Official Bulletin and on the University's website. From the date of publication of the notice, a period of at least 15 days is allowed for eligible individuals to submit their candidatures, as indicated in the notice itself.
  
- 5) The following individuals are eligible to participate in the selective procedures specified in this article:
  - a) Full Professors and Associate Professors who have been in service for at least five years at other universities in a position corresponding to the one for which the selection is announced.
  - b) Scholars permanently engaged abroad in research or teaching activities, who have held an equivalent academic position for at least five years at foreign universities, based on tables of correspondence defined and updated every three years by the relevant Ministry, following consultation with the National University Council.
  - c) Research directors and senior researchers at public research institutions or individuals placed in permanent or fixed-term positions under Article 1, paragraphs 422 and following of Law No. 205 of December 27, 2017, in Scientific Institutes for Research, Hospitalization, and Healthcare (IRCCS), who engage in translational, preclinical, and clinical research, have been in service for at least five years at the institution of affiliation, and hold the national scientific qualification for the relevant competition sector or scientific-disciplinary group and the qualification level to which the procedure pertains.

In the case of procedures for the appointment of full professors, candidates are required to meet the qualifications stipulated by current regulations for aspiring members of committees for National Scientific Qualification procedures, as defined in Article 16 of Law No. 240/2010.
- 6) The Department Council appoints the members of the Judging Committee with the affirmative vote of an absolute majority of full professors for proposals of full professors and both full professors and associate professors for proposals of associate professors. The appointment can also occur simultaneously with the activation of the procedure.

The Committee is typically composed, ensuring gender balance, of three professors, including those external to the University.

For the selection procedures outlined in this article, pertaining to the appointment of full professors, the Committee may include full professors affiliated with the disciplinary group subject to the procedure or their foreign equivalents, as determined by the correspondence tables defined by the relevant Ministry.

For the selection procedures outlined in this article, pertaining to the appointment of associate professors, the Committee may include full professors and associate professors affiliated with the disciplinary group subject to the procedure or their foreign equivalents, as determined by the correspondence tables defined by the relevant Ministry.

Members of the Committee must not be in situations of incompatibility as indicated in Article 6, paragraph 2, of this Regulation.

- 7) The Rector, after the application submission deadline has passed, appoints the Committee by issuing their own decree published in the University's Official Register.

From the date of publication, candidates have 30 days to submit requests for the disqualification of committee members to the Rector.

- 8) The Committees evaluate the candidates comparatively, utilizing the following criteria:

a) Quality, originality, and innovativeness of the project proposal;

b) Correspondence of the project proposal with the educational, research, or third mission needs indicated by the Department;

c) Consistency and congruence of the candidate's scientific profile with the project proposal, assessed based on their professional scientific curriculum, the presented publications, and the public interview.

Administration will arrange for the candidates' interviews upon the Committee's request, following the procedures specified in the public notice, if the interview details are not already included in the notice itself.

The schedule for the interviews will be published on the University's website. Members of the relevant academic community are invited to attend the public interview as spectators. The Committees, by a majority vote of their members, select, among the candidates deemed suitable, the most qualified candidate for each position, to fulfill the specific educational, research, or third-mission needs for which the procedure was initiated.

- 9) The Committees must conclude their evaluations within three months from the date of the Rector's appointment decree published in the University's Official Register. At the end of their work, they must submit their respective reports to the Administration.

The Rector can extend the deadline for concluding the procedure by a single time and for no more than one month, based on valid reasons reported by the Chairman of the Committee. After the deadline for concluding the proceedings has passed, the Rector, through a reasoned decision, will dissolve the Committee and appoint a new one to replace the previous one if irregularities in the procedure are identified. In the case of irregularities, the Rector sends the acts to the Committee with a reasoned decision, assigning a deadline for any necessary modifications.

The Committees can use telecommunication tools for collaborative work and can conduct all their sessions remotely, with procedures adequately documented in the minutes. Sessions involving interviews with candidates must be conducted in person.

- 10) The acts are approved by the Rector's decree within 60 days from the delivery of the minutes to the relevant Administrative Office. If a certified translation into Italian had to be prepared, the term begins on the day of delivering the translation to the person responsible for the procedure. The Rector's decree approving the acts will be transmitted to the Department along with the Committee's minutes.**

- 11) The proposal for the appointment of candidates selected by the Committees, accompanied by the indication of the relevant Scientific Disciplinary Sector, is deliberated by the Department Council in a restricted session attended by full professors for proposals of full professors and by both full professors and associate professors for proposals of associate professors. It requires the affirmative vote of an absolute majority of those eligible. Subsequently, it is submitted, after receiving the opinion of the Academic Senate, for approval by the Board of Directors, which renders a decision within thirty days.

The appointment is issued by the General Director through their own decree, following a review of any incompatibility situations that may have arisen according to Article 18, paragraph 1, letter b) of

Law 240/2010, and after receiving the signed acceptance of the position from the Department Director.

- 12) The appointment is issued by the General Director through their own decree, following a review of any incompatibility situations that may have arisen according to Article 18, paragraph 1, letter b) of Law 240/2010, and after receiving the signed acceptance of the position from the Department Director.

## **Title VI**

### **Direct Appointment or by Outstanding Reputation in accordance with Article 1, Paragraph 9 of Law 230/2005, and subsequent amendments**

#### **Article 14**

##### **Direct Appointment or by Outstanding Reputation**

- 1) The appointment of full and associate professors through direct appointment can concern:
- a) ***scholars permanently engaged abroad or at foreign universities or research institutions, even if located in Italian territory, in research or university-level teaching activities, who have held an academic position equivalent to at least three years at foreign universities or research institutions based on correspondence tables defined by the relevant Ministry;***
- b) Scholars who have emerged as winners within specific programs of high-quality research, identified through specific ministerial decrees, funded as a result of competitive procedures aimed at financing projects conducted by individual researchers, central state administrations, the European Union, or other international organizations.
- 2) The proposal for appointment can be adopted by the Department Council, after consulting the School where the institutional task is to be fulfilled, by an absolute majority of full professors for the appointments of full professors and by both full professors and associate professors for the appointments of associate professors.
- 3) Department Councils can also propose to the Board of Directors the appointment of full professors through direct appointment of scholars of outstanding reputation who meet one of the following requirements:
- Have received high international scientific recognitions;
    - Have held managerial positions for at least three years in qualified international research institutions.

#### **Article 15**

##### **Direct Appointment or by Outstanding Reputation Procedure**

- 1) Proposals must be approved by the Board of Directors, considering economic and financial compatibility in light of the three-year plan.
- 2) The resolutions of the Board of Directors, along with the necessary documentation and the determination of the salary class based on the scholar's seniority in the case of direct appointments and based on international scientific prestige, position, scientific merits, potential seniority, and any other relevant evaluation criteria in the case of outstanding reputation, are transmitted to the relevant Ministry, ***which may authorize the appointments.***
- 3) Upon receiving ministerial authorization, the Rector:
- a) Informs the candidates, inviting them to coordinate their start of service with the relevant Administrative Service;
- b) Issues a decree, following the transmission of the signed acceptance of the position by the Department Director, appointing the individual as a full professor or associate professor.

## **Title VII**

### **Final Provisions**

#### **Article 16**

##### **Transitional and Final Rules – Entry into Force of the Regulation**

- 1) ***Until the adoption of the decree referred to in paragraph 1 of Article 15 of Law No. 240 of December 30, 2010, references to scientific-disciplinary groups shall be interpreted as referring to competition sectors in accordance with the rules in force as of June 29, 2022.***
- 2) ***Participation in the activities of the Committees appointed pursuant to this Regulation does not***

*entitle individuals to receive any compensation.*

- 3) or RTT researchers who have held, for at least three years, university researcher contracts under Article 24, paragraph 3, letter a) of Law No. 240 of December 30, 2010, in the text in force as of June 29, 2022, and to whom a period of service equal to three years has been recognized under Article 14, paragraph 6-duodevices, of Decree-Law No. 36 of April 30, 2022, an evaluation procedure under Article 24, paragraph 5, of Law No. 240/2010 cannot take place before twelve months from the commencement of service.**
- 4) For RTT researchers who have held research grants under Article 22 of Law No. 240 of December 30, 2010, in the text in force as of June 29, 2022, and to whom a period of service equal to two years has been recognized under Article 14, paragraph 6-duodevices, of Decree-Law No. 36 of April 30, 2022, an evaluation procedure under Article 24, paragraph 5, of Law No. 240/2010 cannot take place before twelve months from the commencement of service.**
- 5) For all matters not expressly regulated in this Regulation, reference is made to Law No. 240/2010 and the current legislation in the relevant areas.
- 6) This Regulation shall enter into force on July 1, 2023, and is published on the University's website <http://www.normativa.polimi.it>.

THE RECTOR

Prof. Donatella Sciuto

Digitally signed in accordance with the Digital Administration Code and subsequent amendments.