

Regulation governing Bocconi University's procedures for selection of Assistant Professors, pursuant to art. 24 of Law no. 240 of 30 December 2010, amended by Law no. 79 of 29 June 2022

Annexed to Rectorial Decree no. 105 of 21.12.2022



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**CHAPTER I
GENERAL SECTION**

Article 1 – Subject

- 1.1 The present regulation, issued in application of art. 24 of Law no. 240 of 30 December 2010 as amended by law no. 79 of 29 June 2022, governs Bocconi University's procedures for selection of Assistant Professors.
- 1.2 For the purposes hereof the following definitions apply:
 - a. **"University"**: Università Commerciale "L. Bocconi" of Milan;
 - b. **"Selection"**: the University's method for selecting **Assistant Professors**, governed hereby, through calls for applications, interviews of candidates and publication of the related documents;
 - c. **"Committee for Junior Hiring"**: Department Committee charged with the annual evaluation of applications submitted for the non-permanent tenure-track positions made available;
 - d. **"Assistant Professor"**: non-permanent member of Faculty in tenure-track in charge of carrying out research and teaching activities and complementary teaching and service to students pursuant to art. 24 of law 240/2010, 2022 version (so-called "Ricercatori a tempo determinato" under the ministerial designation);
 - e. **"Vacancy"**: non-permanent position of Assistant Professor in tenure-track, foreseen in the University's faculty requirements which, at the time of the request for filling, is free and available in the Department concerned or will become free and available as from the following 1st September.

**CHAPTER II
SELECTION**

Article 2 – Activation of procedure

- 2.1 Within the limits of the posts allocated by the University Board, the Departments, having assessed their needs regarding instruction and research and by virtue of the three-year development plan, may request the Rector to issue specific calls for applications to fill positions as Assistant Professor for the conduct of research and teaching activities and of service to students. Such positions will be allocated by means of fixed-term employment contracts, distinguished by Academic Field or the Scientific Disciplinary Sector, and will be filled by public selection, with publication of the related documents.

- 2.2 Recruitment will be activated exclusively through recourse to the national and international job markets in accordance with the procedures described in chapter II hereof.

The vacancy notice must specify:

- a. the type of contract: contract for Assistant Professor, pursuant to art. 24 of Law 240/2010, 2022 version;
- b. the duration: 6 years, non-renewable, with mid-term evaluation at the end of the third year;
- c. the effective date: usually 1 September or 1 February of the academic year;
- d. the Department concerned;
- e. the Disciplinary Sector if established, or the Academic Field, as well as the profile requested;
- f. the requirements, course of action and deadline for participation in the procedure of selection for the vacancy.

The notice must also specify the regime of commitment required by the University of Assistant Professors in order to meet its academic needs, including as regards the internal divisions of the sectors. In particular the University requires of all its Assistant Professors a regime of full-time commitment corresponding, in accounting terms, to 1,500 hours on research projects, of which 350 hours for the conduct of teaching activities, complementary teaching (equal to 105 classroom hours) and service to students, with full application of the system of compatibility and incompatibility prescribed by the Internal Regulation, as defined by art. 6 of Law 240/2010.

The notice will also convey detailed information on the specific functions prescribed for the vacant position and specifications regarding the emoluments, which will be determined by private negotiation, respecting the minimum limit as per paragraph 8, art. 24 of Law 240/2010 and the social security coverage prescribed by law.

Finally, the notice may call on each candidate to submit a maximum number of his/her publications, in any case not less than 12.

- 2.3 The vacancy notice must be published in the *Gazzetta Ufficiale*, on the University's website and on those of the Ministry of University and Research and of the European Union. Bocconi will also publish the notice on the principal websites advertising international academic job openings. The complete call in its Italian and English versions will be made available on the University's website.

Article 3 – Requirements for submission of applications

- 3.1 Persons in possession of a research doctorate or PhD or equivalent, obtained either in Italy or abroad, may apply for participation in the procedure of selection to fill positions as Assistant Professor. For the disciplinary field of Law (IUS), possession of an LLM or SJD diploma may be required as an alternative to the PhD.

- 3.2 University professors and researchers who have already been employed under a permanent contract, even if having ceased service, are excluded from participation in the selection procedure, as are persons who have already served for three years or more under a contract of tenure-track fixed-term researcher referred to in point 3 of art. 24 of Law 240/2010, 2022 version.
- 3.3 Persons having a degree of kinship or affinity up to and including the fourth degree with a professor belonging to the Department activating the procedure for filling the vacancy or with the Rector, the Managing Director or a member of the University Board cannot participate in the selection procedure.

Article 4 – Terms and conditions for submission of applications

- 4.1 Applications for the selection concerned hereby must be submitted exclusively via the online form at the address stated in the call not later than the date stipulated in the vacancy notice. The period allowed for submission of applications cannot be of less than 30 days and starts from the day of publication of the vacancy notice in the *Gazzetta Ufficiale*, as reported on the University's website and on those of the Ministry of University and Research and of the European Union.
- 4.2 The following must always be attached to applications:
 - a. scientific-professional curriculum vitae, with list of qualifications and publications in pdf format;
 - b. list of titles, publications and work that the candidate intends to submit for comparative evaluation within the time limit stated in the call;
 - c. any specific documents stipulated by the call;
 - d. a list of high-profile academic referees for possible requests by the University for letters of presentation.

Article 5 – Procedures for selection of candidates and general evaluation criteria

- 5.1 In order to conduct the selection the Department avails of the assistance of the Junior Hiring Committee appointed annually by the competent Department body designated by the respective Department Regulations, presided over by a Full or Associate professor in the capacity of Head of the Junior Job Market, after consultation with the Dean of the Faculty, ensuring the presence of at least one board member from the same Scientific Disciplinary Sector or the Academic Field concerned in the selection.
- 5.2 For recruitment on the national and international markets, the evaluation of applications will be conducted by the Junior Hiring Committee, which will establish a shortlist of candidates of between 10 and 20 percent of applicants, and in any case consisting of a number not inferior to the lesser between the number of applications and six, all with a curriculum vitae consistent with the Scientific sector or Academic Field concerned, who will be interviewed, possibly via conference call, in accordance with established practices of the international job markets, in order to

assess their teaching and scientific competencies and interest in filling the position offered by the University.

- 5.3 Candidates whose applications are deemed worthy of in-depth consideration will subsequently be requested to present themselves at the University for a series of aptitude interviews at the Departments concerned and to hold a scientific seminar on their research subject (flyout), which may be conducted remotely.
- 5.4 At the conclusion of these tasks the Junior Hiring Committee, after consultation with the Dean of the Faculty, will express an overall judgment of each candidate and draw up a list of suitable candidates to be published on the University's website.
- 5.5 As established by its 2021-25 Strategic Plan, Bocconi University is committed to pursuing its chief objectives in research and instruction in a physical and intellectual environment in which all – students, faculty, staff – receive, and offer to others, equal opportunity, dignity and treatment, irrespective of gender, sexual orientation, ethnicity, religion, age or economic condition. To this purpose the present Regulation, together with all of Bocconi University's Regulations for selection, will respect the crosscutting principles prescribed by EU Regulation 2021/241, in particular the principles of gender equality, protection and valorization of young people and of the overcoming of regional disparities.

CHAPTER III **CONTRACT OF ASSISTANT PROFESSOR**

Article 6 – Conclusion of contract

- 6.1 The University reserves the possibility to make to candidates deemed suitable, a contractual offer that will specify: the type of contract, the teaching commitment required, the scientific commitments prescribed in terms of minimum number of publications required, the emoluments proposed, which cannot be lesser than the minimum level prescribed by paragraph 8 of art. 24 of Law 240/2010. The date by which the successful candidate must communicate acceptance of the offer will also be specified.
- 6.2 In the event of acceptance of the offer the University will finalize the employment relationship by concluding a private law contract for fixed-term employment for a maximum duration of 6 years, non-renewable, starting from 1 September of the following year or from 1 February of the current academic year, with a mid-term evaluation at the end of the third year.

- 6.3 The drawing up of the Assistant Professor contract is prescribed within the mandatory term of ninety days from conclusion of the selection procedure.

Article 7 – Mid-term evaluation

- 7.1 The contract of Assistant Professor governs the mid-term assessment in accordance with the following procedures and purposes. At the start of the fourth year the activity conducted by the Assistant Professor will be evaluated, in line with the following parameters.

- For the teaching activity, the Department considers the fulfillment of teaching obligations and assesses individual performance in accordance with procedures established by the University.
- For the research activity, the Department evaluates the scientific works produced, including the working papers, ascertains whether they have been credibly submitted to prestigious journals, accords positive value to responses of the “Revise and resubmit” type and to any publication thereof. Participation as speaker at international conferences of exceptional prestige will also be taken into consideration.

The outcome of such evaluation is formalized and communicated to both the Assistant Professor and the Dean of the Faculty.

- 7.2 In the event of a positive mid-term evaluation the Department may activate the procedure for tenure during the contract’s second three-year period. In such case the following parameters will be adopted.

- For the teaching activity: fulfillment of teaching obligations and assessment of individual performance in accordance with procedures established by the University.
- For the research activity: evaluation of research projects conducted and ascertainment of the number of scientific publications produced.

In particular, for conferral of tenure as Associate Professor an adequate number of scientific publications in prestigious venues or deemed equivalent thereto by the University and positive evaluations of the activities of teaching and service to students effected over the entire term of the contract are required.

The University will also evaluate the position of the Assistant Professor in the scientific community of reference through letters of assessment requested of referees, in part independent and in part indicated by the Department concerned.

- 7.3 In the event that the mid-term evaluation is not positive, the Dean for the Faculty, in agreement with the Head of the Department, will send a warning letter to the Assistant Professor specifying the areas that require improvement as well as the start date of the new evaluation to be activated at the beginning of the 5th year of the contract.

Article 8 – Conferral of tenure or termination of contract

- 8.1 Evaluation for purposes of tenure is decided by the Department concerned and by the CAP (*Committee for Appointment and Promotions*), in which an external Professor in service at a prestigious University either in Italy or abroad participates by right. In the

event of a positive evaluation, approved by the Faculty Council and the University Board, the Assistant Professor may be promoted and, after obtaining the National Scientific Accreditation, registered in the public roll of Associate Professors.

- 8.2 In the event of a negative evaluation, the University may propose to the faculty member a continuation of employment for a term of one year, non-renewable, in an outplacement position, with a possibly reduced teaching load and the same emoluments, in order to allow him/her to return to the national and international labor markets.

CHAPTER IV TRANSITIONAL AND FINAL PROVISIONS

Article 9 – Transitional and final provisions

- 9.1 The University will apply the provisions of art. 24 of Law 240/2010 in the version in force prior to Law no. 79 of 2022 for all positions of Assistant Professor open to applications and the related employment relationships, existing and/or consequent, in the transitional regime as per art. 6 of Law no. 79 of 2022 and subsequent amendments.
- 9.2 The University will put at least one third of the resources available for Assistant Professorship vacancies at the disposal of candidates who for at least thirty-six months (also cumulatively) have conducted research work on the basis of a formal assignment, excluding unremunerated work, at a University or research institute, in Italy or abroad, other than Bocconi.

Article 10 – Effectiveness

- 10.1 This regulation, established by art. 24 of Law 240/2010 and adopted in accordance with the procedures as per Law 168/1989, enters into effect on the day following that of its issuing in a Rectorial Decree with an appropriate form of publicity on the University's website.