



University of Gastronomic Sciences
Università degli Studi
di Scienze Gastronomiche

REGULATIONS
FOR THE RECRUITMENT OF FIXED-TERM RESEARCHERS
IN TENURE-TRACK (RTT)
(pursuant to Article 24 of Law 240/2010, as amended by Law 79/2022
converting Decree-Law 36/2022)

(Approved by the Academic Council on 10/07/2024
and by the Executive Committee on 18/07/2024
Updated by the Academic Council on 15/01/2025
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Latest update by the Executive Committee dated 18 December 2025)

Article 1 – Scope of Application

1.1 – These Regulations – adopted pursuant to Article 24 of Law No. 240 of December 30, 2010, as amended by Law No. 79 of June 29, 2022, converting Decree-Law No. 36 of April 30, 2022 – govern:

- the recruitment of fixed-term *tenure-track* (RTT) researchers at the University of Gastronomic Sciences to carry out research and academic activities, supplementary teaching, and student service activities, which takes place through public selection procedures that ensure comparative evaluation of candidates and transparency of proceedings;
- the evaluation procedure for RTT fixed-term researchers under Article 24, paragraph 5, of Law 240/2010, aimed at placement of associate professors, in accordance with the criteria introduced by Ministerial Decree of 21/10/2024, No. 1658/2024.

1.2 – For the purposes of these Regulations, the following definitions apply:

- a) “Researchers under *letters a) and b)*”: refers to holders of fixed-term employment contracts to carry out research and teaching activities, established pursuant to Article 24, paragraph 3, letters a) and b) of Law 240/2010, in the version in force prior to the effective date of Law 79/2022;
- b) “*Tenure-track researchers* (RTT)” refers to holders of fixed-term employment contracts lasting six years intended for research and teaching activities, established pursuant to Article 24, paragraph 3, of Law 240/2010, in the version in force prior to the effective date of Law 79/2022;

1.3 – For contracts concluded before the effective date of Law 79/2022, the provisions regarding duration and evaluation, as defined in the previous regulations, shall continue to apply, unless there are any explicit transitional provisions.

TITLE I

COMPARATIVE EVALUATION PROCEDURE FOR THE RECRUITMENT OF RTT WITH FIXED-TERM PRIVATE LAW SUBORDINATE EMPLOYMENT CONTRACT.

Article 2 – Nature of the relationship and purposes

2.1 – The employment relationship established between the University of Gastronomic Sciences and the RTT is governed by a fixed-term private law employment contract with a total duration of six years, non-renewable (Article 24, paragraph 3, of Law No. 240/2010). The contract is concluded in accordance with current regulations, including regulations concerning tax, welfare, and social security.

2.2 – This contract as referred to in paragraph 2.1 is aimed at carrying out research and academic activities, supplementary teaching, and student service activities.

2.3 – The activities referred to in paragraph 2.2 are carried out within the scientific-disciplinary group or the corresponding scientific-disciplinary sector indicated in the corresponding call, or in related sectors.

Regulation for the selection of Fixed-term RTT Researchers

2.4 – The total annual workload for RTTs is 1,500 hours for full-time positions and 750 hours for part-time positions. The total annual commitment for teaching and academic activities, supplementary teaching, and student service activities is 350 hours for full-time positions and 200 hours for part-time positions.

2.5 – Teaching activities include the delivery of courses, paperwork, seminars, or other forms of teaching, either in-person or online, as established by the university's academic structures.

2.6 – Supplementary teaching and student service activities include student orientation, tutoring/mentoring, as well as laboratory activities and learning evaluations.

Article 3 – Selection process activation request

3.1 – The Academic Council proposes to the Executive Committee the initiation of comparative evaluation procedures for the selection of RTTs.

3.2 – The proposals for initiation must be consistent with the research and academic planning of the University, also in accordance with the current regulations regarding the requirements annually needed for the activation of the curricular program.

3.3 – The request to initiate a comparative evaluation procedure for the recruitment of an RTT, submitted by the Academic Council to the Executive Committee pursuant to paragraph 3.1 of this article, must indicate:

- the scientific-disciplinary group, with specification of any profile exclusively through the indication of one or more scientific-disciplinary sectors;
- the requirements for admission to the selection;
- the expected workload regime;
- detailed information on the specific functions, rights, and duties – with particular reference to the research, teaching, supplementary teaching, and student support activities assigned to the fixed-term researcher – and on the related economic and social security treatment.

3.4 – The proposal for activation referred to in this article is submitted for the approval of the Executive Committee, following verification of the financial coverage for the contract to be awarded. In case of approval, the Executive Committee grants the Rector the mandate to issue the relevant call for the selection.

Article 4 – Initiation of the comparative evaluation procedure

4.1 – The selection is carried out, in accordance with the guidelines set out in the European Charter for Researchers, as per Recommendation No. 251 of the Commission of the European Communities dated 11 March 2005, through public procedures that ensure the comparative evaluation of candidates and the transparency of the proceedings.

4.2 – The call for the initiation of the comparative evaluation procedure is issued by the Rector – in accordance with the resolution of the Executive Committee, pursuant to the preceding Art. 3.4 – and is published, for at least 30 days, in the Official Gazette, on the websites of the University, the Ministry of University and Research, and the European Union.

4.3. – The call for the selection of the RTT must indicate:

- a. the number of positions for which the procedure is being initiated;
- b. the type of contract to be awarded and the workload regime (full-time or defined);
- c. the scientific-disciplinary group and any profile, exclusively through the indication of one or more scientific-disciplinary sectors;
- d. any indication of the specific research project/program, as well as its duration;
- e. the admission requirements;
- f. the foreign language proficiency required;
- g. the methods and deadlines for submitting applications, qualifications, and publications, including the provision for electronic submission, as well as the possible maximum number of publications to be submitted by candidates, which must not be less than 12;
- h. the research, teaching, supplementary teaching, and student support activities to be assigned to the RTT, within the scientific-disciplinary group, or the scientific-disciplinary sector subject to the selection, or a related sector;
- i. the functions, rights, and duties of the RTT;
- j. the economic and social security treatment to which the RTT is entitled;
- k. the deadline by which the procedure must be concluded.

4.4 – The deadlines for submitting applications cannot be less than 30 days from the date of publication of the call in the Official Gazette, on the University's website, and on the Ministry of University and Research's website, in accordance with what is indicated in the call.

4.5 – Each application, accompanied by a scientific-professional curriculum, any publications, certificates, and any other qualifications that may be useful for the selection, shall be submitted in the forms and within the deadlines specified in the call.

Article 5 – Type of Contract

5.1 – The type of contract entered into with the RTTs – referred to in Article 24, paragraph 3, of Law no. 240 of December 30, 2010, as amended by Law no. 79 of June 29, 2022, converting Decree-Law no. 36 of April 30, 2022 – is as follows:

- fixed-term employment contract, with a duration of 6 years, non-renewable;
- for the purposes of calculating the duration of the employment relationship established with the contract holder, periods of leave taken for maternity, paternity, or health reasons in accordance with current legislation are not counted, upon request by the contract holder. If the contract holder does not submit such a request, the duration of the employment contract is extended by the length of the leave.

Article 6 – Requisites for admission to the comparative evaluation process

6.1 – Applicants, both Italian and foreign, are eligible to participate in the RTT selection procedures if they meet the following requirements

- a. research doctorate or equivalent (PhD);
- b. medical specialization diploma in the relevant sectors.

Regulation for the selection of Fixed-term RTT Researchers

6.2 – As part of the three-year planning, the University may allocate resources corresponding to at least one third of the amounts intended for the signing of contracts under this Regulation in favor of candidates who, for at least 36 months, even cumulatively, have attended PhD courses or carried out research activities based on a formal assignment of duties, excluding unpaid activities, at universities or research institutes, either Italian or foreign, other than the University of Gastronomic Sciences.

6.3 – The call for applications specifies the language or languages that applicants are required to know.

6.4 – The qualifications submitted by candidates must be consistent with the scientific-disciplinary group or with the specific scientific-disciplinary sector of the selection.

6.5 – The candidate must meet all the requisites and possess all the qualifications set out in this article, as well as those specified in the call for selection, before the deadline in order to submit the application for the admission to the comparative evaluation.

6.6 – Individuals who are already permanently employed as full or associate university professors, or as researchers—even if no longer in service—as well as those who have already benefited, for at least three years, from the contracts referred to in this Regulation, are not eligible to participate in the selection procedures.

6.7 – Those who have a family or kinship relationship up to the fourth degree with a professor who is a member of the Academic Council, with the Director General, the Rector, or a member of the Board of Directors, are also not eligible to participate in the selection.

6.8 – Any exclusion from the comparative evaluation is enacted by a justified rectoral decree and notified to the concerned party.

Article 7 – Selection Committee

7.1 – The Rector appoints, for each comparative evaluation procedure for the selection of RTT, a Selection committee composed of three members, ensuring, where possible, adequate gender representation:

- a. a professor belonging to the University's faculty,
- b. a full professor belonging to the relevant scientific-disciplinary sector or, if not possible, to the related scientific-disciplinary group for which the comparative evaluation procedure was announced,
- c. a full or associate professor, selected based on their academic and scientific curriculum.

The members of the committee referred to in points b) and c) must be selected from among professors serving at other universities, including foreign institutions, provided that they are highly qualified scientifically and belong to a role equivalent to that required to serve on the committee.

7.2 – The appointment of the selection committee is made by Rectoral Decree, which is duly publicized through publication in the designated section of the website of the University of Gastronomic Sciences.

Article 8 – Selection of Candidates

8.1 –The comparative evaluation procedure, to which candidates who satisfy the requisites specified in art. 6 above by the deadline for submitting application are admitted, must include the following steps:

- a. a preliminary evaluation of the candidates, with a justified analytical assessment of their qualifications, curriculum, and scientific publications, including the doctoral thesis, according to the parameters and criteria recognized also at the international level as identified by the Ministerial Decree of University and Research, in consultation with ANVUR and CUN, dated 25/05/2011, no. 243;
- b. the admission to the next stage of the procedure — consisting of a public discussion of the Academic qualifications and scientific publications before the committee — of the most comparatively deserving candidates, in a proportion ranging from a minimum of 10% to a maximum of 20% of the total number of applicants and in any case not fewer than 6 individuals; all candidates are admitted to the discussion if their total number is equal to or less than 6;
- c. conducting a public discussion on the qualifications and publications presented and the overall scientific production, aimed at the subsequent attribution of a score;
- d. knowledge assessment of the languages specified in the call.

8.2 –The comparative evaluation procedure does not include examinations, except for the oral test to assess knowledge of the foreign language, referred to in point d) of paragraph 1 of this article, which is to be conducted at the same time as the discussion of qualifications and publications, referred to in point c) of paragraph 1 of this article.

8.3 –The Selection Committee, based on the scores assigned to the qualifications and scientific publications, draws up a ranking list identifying the winner of the public selection, by a resolution adopted by majority of its members.

8.4 – For each Committee meeting there must be a report of the minutes, signed by all the participants, with the relative attachments.

Article 9 – Approval of the acts and proposal for appointment

9.1 – The acts of the procedure consist of the minutes drawn up by the Examination Committee.

9.2 –The Rector, within thirty days of their submission, verifies the regularity of the proceedings by means of a decree. If any irregularities or formal defects are found, the Rector returns the proceedings to the Examination Committee, simultaneously setting a mandatory deadline for their correction.

9.3 –The proceedings of the procedure are made public online, on the University's website. The public selection procedure is considered concluded as of the date of the Rector's decree referred to in the preceding paragraph.

Regulation for the selection of Fixed-term RTT Researchers

9.4 – Within 60 days from the approval of the proceedings, the Academic Council formulates the appointment proposal for the qualified candidate, to be forwarded to the Executive Committee, which decides on the activation of the contract.

Art. 10 – Stipulation of the individual employment contract

10.1 – The fixed-term employment contract with the winner of the public selection must be signed within 90 days from the conclusion of the selection procedure, referred to in Article 9.3. The employment contract, drawn up in writing, is signed by the selected RTT and the Director General.

10.2 – The employment contract must indicate:

- a. the scientific-disciplinary sector within which the RTT carries out their activities, as well as any research program indicated in the selection call;
- b. type of contract stipulated and the commitment regime, whether full-time or part-time;
- c. the methods for carrying out the activities assigned to the RTT;
- d. functions, rights and duties of RTT;
- e. the remuneration and social security coverage for the candidate, as provided by the current employment regulations;
- f. the probationary period, during which either party may terminate the relationship at any time without notice, with immediate effect upon communication to the other party;
- g. the termination clauses provided for in Article 14 of this Regulation.

10.3 – The contracts referred to in these Regulations do not confer rights of access to University positions.

10.4 – The employment contracts signed with the RTTs referred to in this Regulation are monitored by the Ministry of University and Research for the purpose of verifying faculty requirements requested from universities for the annual activation of the curricular programs.

Article 11 – Financial and social security benefits

11.1 – The compensation entitled to the recipients of RTT contracts is equal to the initial salary granted to a full-time confirmed researcher, increased by up to a maximum of 30 percent.

11.2 – The contract holder is entitled to severance pay.

11.3 – The University provides insurance coverage for accidents, social security, and third-party liability in favor of the RTTs hired under this Regulation.

Article 12 – Incompatibility and performance of additional duties

12.1 – Contracts stipulated pursuant to this Regulation are not cumulative:

- a. with the possession of research grants referred to in Article 22, Law no. 240 of December 30, 2010;
- b. with the possession of research contracts, referred to in Article 22 of Law 240/2010, as amended by Law 79/2022;
- c. with the possession of teaching contracts regulated by current provisions;

Regulation for the selection of Fixed-term RTT Researchers

- d. with doctoral and post-doctoral scholarships and, in general, with any scholarship or grant awarded for any reason by national or foreign institutions, except in cases where it is intended for international mobility for research purposes;
- e. with any other subordinate employment relationship with public or private entities.

12.2 –The Rector has the authority to require the RTT to carry out additional teaching assignments beyond those explicitly indicated in the selection call.

12.3 –RTTs working full-time are allowed to carry out additional assignments entrusted by third parties, subject to authorization by the Academic Council. RTTs working part-time are allowed to engage in freelance activities as well as additional assignments entrusted by third parties, provided that these are communicated to the University Administration, do not prejudice institutional activities, and do not create conflicts of interest with the University.

Article 13 – Modalities of execution of the employment contract

13.1 – The RTT carries out research and academic activities, supplementary teaching, and student support, as established by the contract and within the framework of the planning defined by the competent university bodies, according to the needs of the structures responsible for managing teaching and research activities.

13.2 – The activities carried out by the RTT are subject to evaluation by the Rector, who presents their assessment to the Academic Council. The evaluation is conducted annually and concerns the proper execution of the activities by the researcher in accordance with the duties established by the contract. To this end, at the end of each contract year, the RTT submits a report to the Rector on the activities performed.

13.3 – If, as a result of the evaluation, discrepancies in academic and scientific duties are found—including with reference to the implementation of research programs—that prevent the continuation of the contract, the provisions of the following Article 14 shall apply.

Article 14 – Termination of employment

14.1 –The termination of the employment relationship is determined either by the expiration of the contract term or by the withdrawal of one of the parties.

14.2 – Either party may terminate the contract if a cause arises which, pursuant to Article 2119 of the Civil Code, does not allow the continuation, even temporarily, of the employment relationship. In the event of termination, each party is required to give 30 days' notice; if notice is not given, the Administration has the right to withhold an amount equal to the salary for the unserved notice period from the employee, while the researcher, in the event of a lack of notice by the Administration, is entitled to compensation of the same amount.

TITLE II

EVALUATION PROCEDURE FOR FIXED-TERM TENURE-TRACK RESEARCHERS, PURSUANT TO ARTICLE 24, PARAGRAPH 5, OF LAW 240/2010, AS AMENDED BY LAW 79/2022, FOR THEIR RECRUITMENT TO THE POSITION OF ASSOCIATE PROFESSOR

Article 15 – Appointment of the RTT Researcher to the Role of Associate Professor

15.1 – Within the resources available for planning, starting from the end of the third year and for each subsequent year of the contract's duration, upon request of the interested party, the University evaluates the contract holder who has obtained the national scientific qualification referred to in Article 16 of Law 240/2010, for the purpose of appointment to the role of associate professor.

15.2 – Any recruitment referred to in paragraph 15.1 must be carried out according to the methods and evaluation criteria set forth in Article 24, paragraph 5, of Law no. 240 of December 30, 2010, and in the University Regulation for the appointment of first and second LEVEL professors (*pursuant to Article 18, paragraph 1, of Article 24, paragraphs 5 and 6, of Law 240/2010 and Article 1, paragraph 9, of Law 230/2005*).

15.3 – In the event of a positive outcome of the evaluation, the contract holder shall be appointed to the rank of Associate Professor, subject to a resolution of appointment by the University governing bodies.

Article 16 – Temporary and final dispositions

16.1 - Pursuant to Article 14, paragraph 6-septiesdecies of Decree-Law no. 36/2022, converted with amendments by Law no. 79/2022, until December 31, 2026, the University reserves a quota of no less than 25 percent of the resources allocated for the signing of RTT contracts to 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 December 30, 2010, or to individuals who have been, for a total duration of not less than three years, holders of one or more research grants pursuant to Article 22 of Law no. 240 of December 30, 2010, as in force prior to the effective date of Law no. 79 of June 29, 2022, which converted Decree-Law no. 36 of April 30, 2022.

16.2 - Pursuant to Article 14, paragraph 6-duodevicies of Decree-Law no. 36/2022, converted with amendments by Law no. 79/2022, until December 31, 2026, individuals who have held university researcher contracts for at least three years pursuant to Article 24, paragraph 3, letter a), of Law 240/2010, as in force prior to the effective date of Law 79/22, and who enter into an RTT contract, may request recognition of a service period of three years for the purposes of classification. In such cases, the evaluation referred to in Article 24, paragraph 5, of Law 240/2010 shall take place no earlier than twelve months after the start of service.

16.3 - Pursuant to Article 14, paragraph 6-duodevicies of Decree-Law no. 36/2022, converted with amendments by Law no. 79/2022, until December 31, 2026, individuals who have held research grants for a period of not less than three years pursuant to Article 22 of Law 240/2010, as in force prior to the effective date of Law 79/22, and who enter into an RTT contract, may request recognition of a service period of two years for the purposes of classification.

16.4 – For matters not explicitly covered by this Regulation and insofar as compatible, the provisions of the Civil Code and the laws on employment relationships shall apply.

16.5 – This Regulation is duly made public through publication on the website of the University of Gastronomic Sciences.