

---

## **IMT POLICY FOR THE RECRUITMENT OF TENURED PROFESSORS (EXECUTIVE SUMMARY)**

IMT has adopted the following policy for the recruitment of tenured professors:

### **PHASE 1) DEFINING THE PROFILES FOR THE MACRO CONTEXT AND STAFFING**

The Multi-Year Strategic Planning documentation establishes:

- The maximum total financial needs in terms of positions and budget (expressed in units of FTE-*full time equivalent*) for tenured professors,
- A summary of the profiles in terms of macro scientific fields;
- A first recommendation, not binding, regarding the Research Area and the rank of hire to be made;
- A time-frame.

The three-year program further sets out *ex ante* the number of tenure track positions that may be opened during the period in question.

### **PHASE 2) PRELIMINARY ASSESSMENT OF THE TIME TO IDENTIFY SPECIFIC PROFILES AND THE TYPE OF RECRUITMENT PROCEDURE TO BE UNDERTAKEN**

The preliminary assessment phase will be conducted along two parallel tracks: the first in respect of the tenure track path for Assistant Professors and fixed-term Professors; the second aimed at finding a new member of Senior Faculty on the international job market.

#### **Competitive Tenure Track**

Holders of fixed-term contracts (Assistant Professors and fixed-term Professors) that are set to expire during the three-year period in question, will be assessed by an external ad hoc committee, appointed and chaired by the Director or his delegate, and including two experts with established international qualifications. This assessment will replace the annual evaluation procedure defined by the regulations of the school.

The assessment will cover the following requirements, both essential:

- Relevance of the profile for the Research Areas of the School
- Demonstrated scientific seniority, evaluated on the basis of peer review activities, in addition to qualitative and quantitative bibliometric criteria relevant to the international scientific community in the field. These criteria will be identified within specific guidelines prepared by the Director.

On the basis of the assessment criteria detailed above, taking into account the provisions made under Phase 1), the Director will determine whether the positions are to be included recruitment under calls for direct appointment or under competitions ("comparative assessments") for Associate or Full Professors.

#### **International Scouting for New Positions**

Taking into account the profiles and the budget for which provisions have been made in the multi-year program, the Director will conduct international scouting through the opening of a call for expressions of interest in the international arena.

### **PHASE 3) RECRUITMENT PLAN**

On the basis of the outcome of Phase 2 for the two recruitment paths and within the limits of economic endowment under the three-year and annual plans (Phase 1), the Director shall arrange for the recruitment plan to be submitted for approval by the Academic Council (Executive Council in transition) for the initiation of recruitment procedures.

In synthesis, the following recruitment procedures are possible:

- Tenure Track Path
  - "Internal qualified appointment" (*Chiamata di idoneo*) in the event that the internal subject(s) have already satisfied the national requirements for a tenured position, according to the rules defined by the relevant regulations of the school, which provide for a further comparative assessment following the issuance of an appropriate call for applications.
  - Public competition or new assessment in accordance with the national regulations in force.
- International Scouting Path:
  - *Direct appointment ("Chiamata diretta o chiamata di chiara fama") from foreign Universities or non Academic Research Institute*, in accordance with current legislation which provides for the issuance of clearance by the Ministry of Education after consultation the CUN.
  - *Direct appointment ("Chiamata di idoneo")*, direct appointment of winner of Italian professorship public competition who have not been hired yet.
  - *Transfer call ("Bando per trasferimento")*, reserved to professors already affiliated in Italy in the same position.