



# **STATUTE OF HUMANITAS UNIVERSITY**

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# Chapter I

## GENERAL PROVISIONS

### Article 1

#### Legal Entity and Objectives

1. Humanitas University is an independent institution, legally recognized and founded on the principles set forth in Article 33 of the Italian Constitution. Its principal objective is the promotion of scientific research, university studies, advanced training and technological transfer in medical and social sciences from an international point of view. The University's objectives also include planning, organization and delivery of training events for healthcare professionals in continuing medical education (CME). Humanitas University promotes the activation of Schools and Higher Education Institutes for advanced studies and training, also in collaboration with other universities and recognized research institutes, in order to enhance and endorse the development of scientific knowledge and advanced studies and training in healthcare disciplines. Humanitas University is a non-profitmaking organization and ensures protection of liberty of research and teaching free from any form of discrimination. Humanitas University adopts specific policies on the right to study in order to promote, pursuant to Article 34 of the Italian Constitution, access to the highest levels of education to students who are capable and deserving, including those lacking financial resources.
2. Humanitas University has its headquarters in Pieve Emanuele, Milan, Italy and can establish other structures in Italy and abroad.
3. Humanitas University is a legal entity and has teaching, scientific, administration, organizational and disciplinary autonomy pursuant to Article 33 of the Italian Constitution and current legislation on the subject of legally recognized non-state Universities. Direction and coordination are performed by the Ministry of Education, Universities and Research.
4. Humanitas University awards qualifications provided by current national legislation for legally recognized non-state universities, namely:
  - a) 1st cycle degrees
  - b) 2<sup>nd</sup> cycle degree
  - c) Specialty school diploma
  - d) Research Doctorate (PhD);
  - e) 1<sup>st</sup> and 2<sup>nd</sup> level University Master's program.
5. In the pursuit of its institutional objectives, Humanitas University uses the instrumental and financial resources made available by the Promoters, as well as fees, contributions, donations and other income; it can cooperate with companies or have other forms of association, as well as conclude agreements, conventions and contracts with public and private bodies for the performance of initiatives for achievement of the foregoing objectives, or promote, establish and form part of national and international Foundations having purposes compatible with its own.
6. For the pursuit of its objectives Humanitas University guarantees the students' right to study, performing tutoring initiatives and study guidance, facilitating entry into the world of employment and contacts with business. It promotes varsity sporting and association activities among students within the University.

## Article 2 Promoters

1. Humanitas University is promoted by Humanitas Mirasole S.p.A. and by *Fondazione Humanitas per la Ricerca* [Humanitas Research Foundation] (“the Promoters”), which guarantee the initial funding and contribute to its activities with instrumental and financial resources on the basis of specific agreements. In particular, for the pursuit of its objectives and on the basis of specific agreements, Humanitas University makes use of the hospital and research facilities of Humanitas Mirasole S.p.A. and Humanitas Research Foundation.
2. In the event that Humanitas University should cease operation or become devoid of legal entity or autonomy, its property and assets, net of liabilities, shall be transferred to the Promoters in proportion to the contributions made to its benefit.

## Article 3 Source of Law

1. Humanitas University operates on the basis of this Statute and the Regulations referred to in paragraph 2 hereof, in compliance with the legal sources referred to in Article 1 and, so far as compatible, other provisions on the subject of state universities.
2. Humanitas University applies the undernoted university regulations:
  - a) General Regulations;
  - b) Academic Regulations;
  - c) Administrative, Finance and Accounting regulations;
  - d) Code of Ethics;
  - e) Electoral Regulations;
  - f) Evaluation Committee Regulations;
  - g) Other Regulations, which are deemed necessary, on proposal by the Board of Directors or the Rector.
3. Amendments to the Statute are approved by the Board of Directors by absolute majority of those entitled to vote, having heard the Academic Senate on matters under its responsibility.
4. The Regulations referred to in paragraph 2 are approved by the Board of Directors having heard the Academic Senate on matters under its responsibility. The Board of Directors can delegate to the Executive Committee the approval of one or more Regulations.
5. The General University Regulations determine the methods of convening the meetings of the Board of Directors and the other academic bodies.
6. By Regulation adopted by the Board of Directors, having heard the Academic Senate, the methods for providing incentives can be defined including financial incentives for academic staff, also with reference to the principles set forth in Articles 8 and 9 of Law No. 240 of 30 December 2010.

## Chapter II

### GOVERNING AND ACADEMIC BODIES

#### Article 4

##### Central governing bodies

1. The following are governing bodies of the University:
  - a) the Board of Directors;
  - b) the President;
  - c) the Chief Executive Officer (CEO);
  - d) the Executive Committee, where established;
  - e) the Rector;
  - f) the Academic Senate;
  - g) the General Manager.
2. The University can also equip itself with a Board for research and patents, aimed at providing incentives for activities of technological transfer and spin-offs.

#### Article 5

##### The Board of Directors: composition

1. The Board of Directors consists of:
  - a) a number of representatives designated by the Promoters, not exceeding eight, from among whom the Promoters appoint the President and CEO;
  - b) the Rector;
  - c) one Full Professor of the University;
  - d) one fully-registered student at the time of the appointment.
2. The appointment of the member referred to in paragraph 1(c) takes place by the methods provided by the electoral regulations, in compliance with principles of equal opportunities.
3. The Board of Directors can appoint a Vice-President from among the members appointed by the Promoters.
4. The Board of Directors shall remain in office for three years and may be reappointed. In the event that a member should leave office early, substitution of that member shall be made by the same procedures as those for the original appointment. The member taking over shall remain in office until the original expiry date of the member who left. In the event of resignation of an elected member, he or she shall be replaced by the next unelected member who gained most votes.

#### Article 6

##### The Board of Directors: resolutions

1. The Board of Directors shall be validly constituted and a quorum is formed with attendance by the majority of the members and passes its resolutions with a majority of those in attendance, without prejudice to any different quorum required by this Statute.
2. The vote in favor by the absolute majority of the members of the Board of Directors is required for approval of the General University Regulations, the Administrative, Finance and Accounting Regulations and the University Academic Regulations.

3. Votes are taken by open voting. Voting by proxy is not permitted.
4. Board members must abstain from voting on matters in respect of which they are in a position of conflict of interests.
5. Specific minutes recording the resolutions and meetings shall be drawn up by the Secretary who shall also attend to their safekeeping. The Secretary need not necessarily be a member of the Board of Directors.

## Article 7

### The Board of Directors: functions

1. The Board of Directors exercises all the functions deferred to it by this Statute and by the laws on universities, in particular Article 2(1)(h) of Law No. 240 of 30 December 2010, so far as compatible. It also performs all activities of ordinary or extraordinary management not expressly reserved to another body by this Statute.
2. In particular, the Board of Directors has responsibility for:
  - a) adoption of the three-year strategy plan and in general all policy guidance measures of the University and its teaching, research and technological transfer activities;
  - b) activation or deactivation of Departments, Research Centers, departmental units, service structures, academic programs and facilities, having heard the Academic Senate on the matters under its responsibility;
  - c) approval of the annual and multi-year financial planning and supervision of financial sustainability of the activities;
  - d) approval of planning relating to the academic staff, research personnel and technical, administrative and library personnel;
  - e) resolution of the budget and financial statements;
  - f) resolutions regarding investments in moveable property or real estate;
  - g) appointment of the Rector pursuant to Article 11(1) hereof;
  - h) on proposal by the Rector, the appointment of the Vice Rector, who stands in for the Rector in the event of absence or impediment and the determination of duration and recompense for the position;
  - i) on proposal by the Rector, appointment of Prorectors and delegates of the Rector determining the term of office of their appointment;
  - j) making the declaration of no impediment to the appointment by the Rector of Department Directors and Research Center Directors, Degree Program Presidents, Doctorate Program Coordinators and Specialty School Directors ;
  - k) decision on the number of places available for matriculation and registration of students as well as the amount of fees and contributions;
  - l) establishment of the Executive Committee, determining the duties to be delegated to the same committee;
  - m) appointment of the General Manager and, on proposal by the President, the members of the Advisory Board;
  - n) allocation, on the basis of the budget, of the financial resources for the University structures.
3. Additionally, the Board of Directors:
  - a) resolves, on proposal by the Rector, on vacant tenure posts and fixed-term research positions to be

advertised on the basis of the three-year strategy plan as well as any tenure positions and fixed-term positions to be created on the basis of specific external financing;

- b) appoints tenured Professors and Researchers at the outcome of the selection procedures as governed by the General University Regulations;
- c) resolves on the subject of recruitment of technical and administrative personnel, as well as on general principles and guidelines relative to the legal and financial position of aforementioned personnel;
- d) approves, at the outcome of the consultation procedures established by the General University Regulations, the activation of new academic programs and the relative rules and regulations;
- e) approves, on proposal by the Rector, the granting of teaching contracts;
- f) approves the University Academic Regulations following resolution by the Academic Senate, pursuant to Article 13 hereof;
- g) on proposal by the Rector, having heard the academic structures involved, resolves the activation of Master's programs, advanced and specialty school programs as well as research Doctorates;
- h) appoints of the members of the Board of Statutory Auditors.

## Article 8

### The President of the Board of Directors

1. The President of the Board of Directors is the legal representative of the University for all its structures and exercises all functions attributable thereto by current law, so far as compatible, as well as all the functions not expressly assigned by this Statute to other Bodies.
2. In particular, the President:
  - a) chairs the meetings of the Board of Directors and Executive Committee;
  - b) convenes the meetings of the Board of Directors and Executive Committee according to the methods set forth in the General Regulations;
  - c) proposes to the Board of Directors the appointment of the Rector and members of the Advisory Board;
  - d) can delegate specific functions to the Vice President, the CEO or the Rector;
  - e) adopts, using urgent procedures, resolutions which are necessary in relation to matters assigned to the Board of Directors and Executive Committee, submitting them for ratification at the next scheduled meeting of the competent board.

## Article 9

### The Chief Executive Officer (CEO)

1. The CEO performs the functions granted thereto by delegation of the Board of Directors and stands in for the President in the event of absence or impediment, where no Vice President has been appointed.
2. In particular the CEO:
  - a) decides on the general criteria for the organization of the offices in compliance with directives issued by the Board of Directors;

- b) formulates proposals to the Board of Directors also for the purposes of formulation of programs, directives and projects which fall under the competency of the Governing Bodies;
- c) oversees the functioning of the administration and the actions of the General Manager;
- d) participates in meetings of the Board of Directors and Executive Committee, where established, in the latter case without the right to vote;
- e) operates on the basis of specific delegated powers granted by the Board of Directors and is the legal representative for the University on said delegated matters.

## Article 10

### Executive Committee: composition

1. The Executive Committee, where established, consists of:
  - a) the President of the Board of Directors;
  - b) the Vice President, if appointed;
  - c) the CEO;
  - d) the Rector or, in the event of absence of impediment, the Vice Rector.
2. The Executive Committee performs the duties determined by the Board of Directors at the time of its establishment. In any event the activities referred to in Article 7(2) hereof cannot be assigned to the Executive Committee.

## Article 11

### The Rector

1. The Rector is appointed by the Board of Directors, on proposal by the President, from among tenured Full Professors of Italian universities or Professors of an equivalent level of foreign universities. The Board of Directors governs by its own resolutions the methods of selection of the Rector. The appointment is communicated to the supervisory Ministry.
2. The Rector's term of office lasts for three years and may be renewed on one occasion only.
3. The Rector exercises the functions of direction, initiative and coordination of the scientific and teaching activities of the University, ensuring coherence with respect to pursuit of institutional objectives and correspondence with the University's development strategies established in the three-year plan.
4. The Rector also performs any other function attributed thereto by current law, insofar as compatible, and not expressly attributed to other bodies by the Statute. In particular, the Rector:
  - a) represents the scientific community of the University;
  - b) is an ex officio member of the Board of Directors and Executive Committee, if established;
  - c) proposes to the Board of Directors the activation of vacant tenure and research positions provided in the strategy plan as well as the creation of any tenure and non-tenure positions from specific external financing;
  - d) proposes to the Board of Directors, having heard the academic bodies involved, the granting of teaching contracts;
  - e) proposes to the Board of Directors, having heard the academic bodies involved, the activation of Master's, Advanced and Specialty school programs and research Doctorates;
  - f) in disciplinary procedures with respect to academic staff, the Rector performs the functions attributed to him by current legislation and the General Regulations. In particular, the Rector is



vested with the duty to impose disciplinary sanctions, if no more than a reprimand, on Professors and Researchers;

- g) takes disciplinary measures against students pursuant to current law and the General Regulations;
- h) proposes to the Board of Directors the appointment of the Prorector, Vice-Prorectors and delegates of the Rector;
- i) following declaration of no impediment by the Board of Directors, appoints the Research Center Directors and Department Directors, having heard the Department Council;
- l) following declaration of no impediment by the Board of Directors, on proposal by the Director of the Department in which each degree program is based, appoints the President of the Degree Programs, the Doctorate Course Coordinators and Directors of the Specialty Schools;
- m) formulates proposals and reports to the Board of Directors on teaching and scientific activities of the University;
- n) in cases of necessity and urgency, implements the actions which fall within the competency of the Academic Senate;
- o) following declaration of no impediment by the Board of Directors, appoints the Research Center Directors, on proposal by the Research Vice-Prorector, if appointed, and having heard the opinion of the relevant Department Director or Directors.

## Article 12

### Prorectors and delegates of the Rector

1. The Prorector is appointed by the Board of Directors on proposal by the Rector, pursuant to Article 7(2)(h) of this Statute. The Prorector is selected from among the Full Professors of the University and stands in for the Rector in functions in the event of absence or impediment, performing also any other activities expressly delegated thereto by the Rector.
2. The Rector can also delegate specific functions to other tenured Professors of the University, in capacities of Vice-Prorectors or delegates of the Rector. The Vice-Prorectors and delegates of the Rector are appointed by the Board of Directors on proposal the Rector.
3. The term of office of the Prorector, Vice-Prorectors and delegates of the Rector is normally three years and in any event cannot exceed the duration of the term of office of the Rector who proposes their appointment. In any event the Prorector leaves office effective from the date of commencement of the term of office of the new Rector. The Vice-Prorectors and delegates of the Rector leave office at the same time as termination of the term of office of the Rector for any reason.
4. The Prorector, Vice-Prorectors and delegates of the Rector may be paid a recompense for the duration of their term of office, as determined by the Board of Directors at the time of the appointment.

## Article 13

### The Academic Senate

1. The Academic Senate consists of:
  - a) the Rector, who takes the chair, and the Prorector, who chairs the Senate in the event of the Rector's absence or impediment;
  - b) the Presidents of the academic degree programs and Doctorates and a representative of the Directors of the Specialty Schools;

- c) the Directors of Departments and Research Centers;
  - d) a representative of the Researchers and research doctoral candidates;
  - e) a representative of the students.
2. The quorum for the Academic Senate is reached with the attendance of the majority of those entitled to vote and adopts its resolutions by vote in favor by the majority of those in attendance. The majority of the members is required for resolutions for adoption of the University's Academic Regulations and the opinion on amendments to the Statute.
  3. The Academic Senate sets out the guidelines and priorities for the University's academic body. In particular it has responsibility for making proposals regarding:
    - a) development of the University guidelines and targets, with particular reference to teaching and research activities;
    - b) the requirements for filling tenure and contract positions;
    - c) the study plans for academic programs, Master's, Doctorates and advanced programs
  4. Additionally, the Academic Senate:
    - a) ensures coordination among the Research Centers and Departments in matters related to teaching;
    - b) resolves on the University Academic Regulations and relative amendments, to submit for definitive approval by the Board of Directors;
    - c) proposes the Regulations for the functioning of the University Primary Structures, pursuant to Article 14 hereof;
    - d) performs periodical evaluation of training programs and academic results and oversees the organization of teaching activities;
    - e) adopts measures on the subject of legal status of the Faculty, with the exception of appointment or conferment of tenured positions;
    - f) coordinates and verifies performance of teaching commitments and research of the tenured teaching body;
    - g) takes disciplinary measures more serious than a reprimand against students.
  5. The Academic Senate also exercises, insofar as compatible, the functions that the current rules attribute to the Academic Senate of state universities, where not expressly attributed by this Statute to other bodies.
  6. The General University Regulations govern the methods of convening and functioning of the Academic Senate.

#### Article 14

#### Primary Structures

1. The Primary Structures of the University consist of the Departments and Research Centers.
2. The Primary Structures of the University are equipped with Regulations, approved by the Board of Directors on proposal by the Academic Senate, which govern their functioning in compliance with the provisions of this Statute.

#### Article 15

#### Departments

1. The University can consist of one or more Departments which have responsibility for functions relative to organization and performance of teaching, training and research activities, as well as

any other duty assigned thereto by the Board of Directors. The Academic Degree Programs, Master's, Doctorate and Specialty school programs are performed within a Department.

2. The Department Council is made up of tenured Professors and by the Researchers of that Department.
3. The Director, the Department Committee and Council are bodies of the Department.
4. The Department Council is chaired by the Director, who is appointed by the Rector, following declaration of no impediment by the Board, having heard the Department Council, from among the Full Professors. The Director's term of office is for three years and can be renewed on one occasion only.
5. The Director convenes the Council according to the methods governed by the General University Regulations.
6. The Department Director performs the activities attributed thereto by current legislation, insofar as compatible and, in particular, with non-binding opinions, proposes to the Board conferment of tenure on Professors and Researchers, proposes to the Rector the appointment of the presidents of the degree programs, the presidents of the Coordinators of the Doctorate programs and Directors of the Specialty Schools and is responsible for the allocation of teaching duties.
7. The Rector determines the methods of consultation of the members of the Department Council in relation to procedures for appointment of the Director. The consultation, which can also be performed online, must in any event be concluded at least five working days prior to the meeting of the Board in which the appointment of the Director is made.
8. The Director appoints a Deputy Director from among the tenured Professors of the Department. The Deputy Director stands in for the Director in the event of absence or impediment and performs any other functions delegated thereto by the Director.
9. The Department attends to regular consultation with students on teaching activities performed, also by way of the constitution of one or more mixed Faculty and student members committees. The Committees are appointed by the Rector, on proposal by the Department Director, and have a term of office of two years.
10. The Department Committee consists of the Department Director who chairs the meetings, the Deputy Director, a maximum of three academic degree program Presidents, a maximum of three Doctorate Course Coordinators and a maximum of three Specialty School Directors with reference to specializations in Medicine, Surgery and Clinical Services. The Department Committee is the executive body of the Department and assists the Department Director in the performance of the functions attributed thereto. It performs its activities allocated by the University Academic Regulations, instructs the works of the Department Council and performs the activities delegated thereto by the Director and the Council. In relation to discussion of specific matters, the Department Committee can be supplemented by delegates and persons who can report on specific subjects for the Department as selected by the Department Director. The term of office of the Department Committee is three years and cannot in any event exceed the length of term of office of the Department Director.

## Article 16

### Research Centres

1. In order to develop and strengthen the general or specific sector research activities performed by one or more Departments, the University can set up one or more Research Centers, also by agreement or in consortium with other parties.
2. The Regulation of each Center is approved by the Board of Directors, on proposal by the Rector. The Regulation also identifies the bodies and the methods of management of the Center.

## Article 17

### The General Manager

1. The General Manager appointed by the Board has a term of office of three years and the appointment may be renewed.
2. The General Manager is responsible for the administrative activities of the University, coordinates organization of services and the technical-administrative personnel and ensures flows of information which permit the Board of Directors and Executive Committee to take the relative decisions. The General Manager can take part in the meetings of the Board of Directors but does not have the right to vote.

## CHAPTER III

### CONSULTIVE, GOVERNANCE AND AUDIT BODIES

#### Article 18

##### Consultive, governance and audit bodies

The following are consultative bodies of governance and audit:

- a) the Advisory Board;
- b) the Disciplinary Board;
- c) the University Evaluation Committee;
- d) the Board of Statutory Auditors;
- e) the Student Council.

#### Article 19

##### The Advisory Board

1. The Advisory Board consists of no fewer than three persons of recognized competence and experience in the area of university activities, as well as of the organization and management of university studies, or by persons who are noted for their support for the progress of science and culture.
2. The Advisory Board meets at least twice a year and expresses opinions and valuations on matters submitted thereto by the President or by the Board of Directors.
3. The members of the Advisory Board are appointed for a three-year term of office, renewable by the Board of Directors on proposal by the President. The Coordinator of the Advisory Board is appointed by the President.

## Article 20

### The Disciplinary Board

1. The Board of Directors appoints the Disciplinary Board. The Board is made up of nine members, three of whom are chosen by the Board of Directors, applying the principle of judgment by one's peers and selecting them from among individuals who have distinguished themselves in the academic, scientific or clinical fields, and six chosen by the Academic Senate from a short list of a maximum of nine names indicated by the academic body on an elective basis. The members chosen by the Academic Senate should include, at least, three Full Professors, two Associate Professors and one Researcher as standing members and three alternative members, including one a Full Professor, one Associate Professor and one Researcher. The Board of Directors appoints the President of the Disciplinary Board from among its members, choosing among the Full Professors. The members of the Board remain in office for three consecutive years and their term of office cannot be immediately renewed. Membership of the Disciplinary Board does not give rise to payment of any recompense, emolument, allowance or reimbursement of expenses.
2. The Disciplinary Board, in compliance with current law on the subject, performs the investigation stage of disciplinary proceedings brought against Professors and Researchers and it expresses its concluding opinion on the merits. In particular, Full Professors have competence to hear proceedings brought against other Full Professors; Full Professors and Associate Professors are competent to hear proceedings brought against Associate Professors; Full Professors, Associate Professors and Researchers are competent to hear proceedings brought against Researchers.
3. The initiation of disciplinary proceedings and the concluding measure, in compliance with the provisions of current and applicable law, are vested in the Rector, who, in respect of any matter which may give rise to imposition of a more serious sanction than a reprimand, within thirty days of the time of awareness of the facts, shall transmit the documents to the Disciplinary Board, formulating a justified proposal. If the conduct liable for a disciplinary sanction is attributable to the Rector, the initiation of disciplinary proceedings is vested in the Dean of Full Professors or, alternatively, in the President of the Disciplinary Board.
4. The Disciplinary Board, having heard the Rector or his delegate as well as the Professor or Researcher subjected to disciplinary action, who may be accompanied by their personal legal counsel, shall express its opinion within thirty days on the proposal put forward by the Rector, both in relation to the significance of the facts on a disciplinary level and in relation to the type of sanction to impose and shall transmit the deeds to the Board of Directors to pass the consequent resolutions. The proceedings before the Disciplinary Board are governed by current law.
5. The Disciplinary Board operates in any event in compliance with principles of transparency, fair hearing and right to a defense.
6. Within thirty days from receipt of the opinion, the Board of Directors, without representation of the students, shall impose the sanction or order the dismissal of proceedings, in compliance with the binding opinion expressed by the Disciplinary Board.
7. The proceedings shall be dismissed where the decision in compliance with paragraph 5 is not made within the time limit of one hundred and eighty days from the date of commencement of proceedings. That time limit shall be suspended until the reconstitution of the Disciplinary Board or Board of Directors in the event of pre-established operations of formation of the respective Board are underway which impede its proper functioning. The time limit is also suspended on no more than two occasions and for a period of no longer than sixty days in relation to each

suspension, where the Disciplinary Board feels that it should acquire further deeds or documents for reasons of investigation. The Rector is required to perform any requests for investigations put forward by the Disciplinary Board.

## Article 21

### The University Evaluation Committee

1. The University shall establish a University Evaluation Committee with functions of verification of the quality and effectiveness of the study programs and courses, student services and research activities performed by the Departments and Research Centers.
2. The Evaluation Committee operates pursuant to current law on the subject, insofar as compatible, and in particular the implementation measures adopted pursuant to Article 5(3) of Law No. 240 of 30 December 2010, as well as the reference framework on the subject of evaluation formulated at a European Union and International level.
3. The Evaluation Committee consists of a minimum of five to a maximum of nine very highly-qualified parties external to the University, appointed by the Board of Directors, of whom at least two experts in the field of evaluation also in the academic field. The Rector or his delegate ensures the coordination functions among the Evaluation Committee and academic bodies.
4. The Committee reports annually to the Board of Directors and Academic Senate on the outcome of the evaluation activities conducted.

## Article 22

### The Board of Statutory Auditors

1. The University shall establish a Board of Statutory Auditors whose duties shall include all functions assigned thereto by current law.
2. The Board shall be made up of three experts of high-level professional standing external to the University appointed by the Board of Directors.

## Article 23

### Student Council

1. The Student Council, made up of students elected to the collegiate bodies of the University and three students elected according to methods indicated by the General University Regulations, is the consultative body of the University and coordinates the activities of the student representatives.
2. In particular, the Student Council:
  - a) formulates proposals and, if requested, expresses its opinion on issues pertaining to teaching activities, student services and the right to study;
  - b) it expresses an opinion on the organization of the provision of part time services by students for support activities for teaching, research and the right to study;
  - c) draws up the Regulations for its functioning, which must be approved by the University Board of Directors.

## Article 24

### Personnel

1. Without prejudice to the non-state nature of the University, pursuant to Article 4 of Law No. 243 of 29 July 1991, the rules on legal status and salary conditions, social security and pension contributions for Professors and public state University Researchers apply to the University's Professors and Researchers.

The academic staff includes:

- a) Full Professors (tenured and untenured) and Associate Professors;
- b) University Researchers on permanent and fixed-term contracts;
- c) Professors on fixed-term contracts and visiting Professors;
- d) Research fellows.

The academic positions correspond to those provided by the national current legislation on the subject.

2. The selection procedures for academic staff are governed by the University Regulations, in compliance with the principles and rules of current law for selection of academic staff in state universities.
3. The technical and administrative staff of the University is organized according to directives and provisions adopted by the Board of Directors, which also appoints the managers. The employment contract of those members of staff is governed by the rules of the Italian Civil Code on employment in business, by the other rules of law, which govern employment contracts under private law and applicable collective bargaining agreements.

## Article 25

### Transitory and final provision

1. During the completion of the University's first periodic accreditation and the conclusion of the first cycle of studies of the single cycle degree in Medicine and Surgery, activated when the University was established, and in any case no later than the end of the academic year 2019/2020, the limit to the number of renewals of the Rector's term of office, referred to in article 11 paragraph 2, does not apply.
2. For all matters not provided in this Statute, reference is made to the rules of current law on the subject insofar as applicable.