



STATUTES OF HUMANITAS UNIVERSITY

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Chapter I

GENERAL PROVISIONS

Article 1 - Legal entity and objectives

1. HUMANITAS University (hereinafter also the University) is a legally recognised autonomous higher education institution founded on the principles of Article 33 of the Italian Constitution. Its primary purpose is to promote scientific research, university studies, advanced training and technology transfer in the life sciences sector from an international perspective. One of the University's objectives is to design, organise and deliver training events for healthcare professionals within the framework of continuing medical education (CME). To encourage and support the development of scientific knowledge and advanced-level training in the field of social and health sciences, HUMANITAS University, in collaboration with other universities and leading research institutions, promotes the establishment of schools and advanced study programmes. HUMANITAS University is a non-profit organisation and guarantees the protection of freedom of research and teaching as well as the absence of any form of discrimination. In accordance with Article 34 of the Constitution, the University adopts specific right-to-study policies to promote access to advanced studies for capable and deserving students, even if they lack financial means.
2. HUMANITAS University has its headquarters in Pieve Emanuele and may establish other campuses in Italy and abroad.
3. The University has legal entity status and enjoys academic, scientific, administrative, organisational and disciplinary autonomy, in accordance with Article 33 of the Constitution and the current legislation concerning legally recognised non-state universities. The relevant Ministry is responsible for providing guidance and coordination.
4. HUMANITAS University awards the qualifications provided for under current national legislation for legally recognised non-state universities, namely:
 - a) first-cycle degrees
 - b) second-cycle degrees
 - c) the residency diploma
 - d) PhDs
 - e) first- and second-level masters
 - f) and all other legally recognised titles
5. In pursuit of its institutional objectives, HUMANITAS University shall make use of the resources and funding made available to it by its promoting bodies, as well as tuition fees, contributions, donations and other income. It may partner with other companies or other forms of association, as well as enter into agreements, conventions or contracts with public and private entities, for the purpose of implementing initiatives aimed at achieving the aforementioned objectives or promoting, establishing and participating in national and international foundations whose objectives are compatible with its own.

6. In pursuit of its objectives, the University shall safeguard students' right to study, organise tutoring and student orientation, support students' entry into the world of work and foster links with businesses. It shall promote sporting activities within the University and student societies at the University.
7. To promote scientific research and disseminate knowledge, HUMANITAS University may enter into agreements and partnerships with other public and private bodies, including those related to the sharing of research platforms and the mobility of researchers.

Article 2 - Promoting bodies

1. HUMANITAS University is supported by Humanitas Mirasole SpA and the Humanitas Foundation for Research ("the promoting bodies"), which provide the initial funding and contribute to its activities through the provision of equipment and financial support in accordance with specific agreements. In particular, to achieve its objectives and, based on specific agreements, the University shall utilize the hospital and research facilities of Humanitas Mirasole SpA and the Humanitas Research Foundation.
2. Should HUMANITAS University cease operations or be deprived of its legal entity status and autonomy, its assets, net of liabilities, shall be transferred to the promoting bodies in proportion to the contributions they have made to the University.

Article 3 - Legal sources

1. HUMANITAS University shall operate in accordance with these Statutes and the Regulations referred to in paragraph 2, in compliance with the legislative provisions cited in Article 1 and, insofar as they are compatible, with other provisions relating to state universities.
2. HUMANITAS University has adopted the following University Regulations:
 - a) University General Regulations
 - b) University Academic Regulations
 - c) Regulations on administration, finance and accounting
 - d) Code of Ethics
 - e) Electoral Regulations
 - f) Any other regulations that may be necessary, as proposed by the Board of Directors or the Rector
3. Amendments to the Statutes shall be approved by the Board of Directors by an absolute majority of those entitled to vote, after consulting the Academic Senate on matters within its remit.
4. The Regulations referred to in paragraph 2 shall be approved by the Board of Directors, after consulting the Academic Senate on matters within its remit. The Board of Directors may delegate the approval of one or more Regulations to the Executive Committee.
5. The University General Regulations shall set out the procedures for convening meetings of the Board of Directors and other academic bodies.

Chapter II

GOVERNING BODIES AND UNIVERSITY STRUCTURES

Article 4 - Central governing bodies

1. The governing bodies of the University are:
 - a) the Board of Directors
 - b) the President
 - c) the CEO
 - d) the Executive Committee
 - e) the Rector
 - f) the Academic Senate
2. The University may also establish a Research and Patents Council, to promote technology transfer and spin-off activities.

Article 5 - Board of Directors: composition

1. The Board of Directors shall consist of:
 - a) representatives appointed by the promoting bodies, not exceeding eight in number, from among whom the promoting bodies appoint the President and the CEO
 - b) the Rector
 - c) a tenured professor at the University
 - d) a student currently enrolled at the time of appointment
2. The appointment of the members referred to in paragraph 1(c) and (d) shall be made in accordance with the procedures laid down in the Electoral Regulations, in accordance with the principle of equal opportunities.
3. The Board of Directors may select a Vice-President from among the members nominated by the promoting bodies.
4. The Board of Directors shall hold office for a term of three years, which may be renewed. In the event of a board member's early resignation, they shall be replaced by the same procedure used for their appointment. The incoming board member shall remain in office until the outgoing board member's original term expires. The replacement of elected members shall be governed by the University Electoral Regulations.

Article 6 - Board of Directors: resolutions

1. The Board of Directors shall be validly constituted when a majority of its members are present and shall adopt resolutions by a majority of those present, without prejudice to any different quorum requirements laid down in these Statutes or in the university regulations directly applicable to non-state universities.
2. An absolute majority of the members of the Board of Directors shall be required for the approval of the University General Regulations, the Regulations on Administration, Finance and Accounting, and the University Academic Regulations.
3. Voting shall be by open vote. Voting by proxy shall not be permitted.

4. Members of the Board shall be required to refrain from commenting on matters where they have a conflict of interest.
5. The Secretary shall draw up minutes of the resolutions and meetings and shall also arrange for their safekeeping. The Secretary may also be chosen from outside the Board.

Article 7 - Board of Directors: functions

1. The Board of Directors shall perform all the functions assigned to it by these Statutes and by the university regulations, in particular Article 2(1)(h) of Law No. 240 of 30 December 2010, insofar as it is applicable. It shall also carry out all day-to-day and ad-hoc management activities not expressly reserved for another body under these Statutes.
2. In particular, the Board of Directors shall be responsible for:
 - a) adopting the strategic plan, covering a period of at least three years, and, in general, all the University's policy guidance measures
 - b) establishing or closing Departments, University Research Centres, organisational units, service units, degree programmes and campuses, after consulting the Academic Senate on matters falling within its remit
 - c) approving the annual and multi-annual financial planning and monitoring the financial sustainability of activities
 - d) approving academic, research and technical-administrative staffing
 - e) approving the draft and final budgets
 - f) resolutions regarding investments in securities and property
 - g) appointing the Rector, in accordance with Article 11(1) below
 - h) on the recommendation of the Rector, appointing the Deputy Rector, who shall act as the Rector's substitute in their absence or incapacity, and determining the length of office and recompense for the position
 - i) approving the Rector's appointment of the Prorectors and the Rector's Delegates, determining the length of their office and the payment of any recompense due
 - j) approving the appointment by the Rector of the Directors of Departments and University Research Centres, the Heads of Degree Programmes, the Coordinators of PhD Programmes and the Residency School Directors
 - k) determining the number of places available for student registration and enrolment, as well as the level of tuition fees and contributions
 - l) establishing the Executive Committee and determining the competencies delegated to it
 - m) on the recommendation of the President, appointing the members of the Advisory Board
 - n) allocating financial resources to the University departments, based on the budget
3. In addition, the Board of Directors shall:
 - a) on the recommendation of the Rector, decide on the permanent posts and fixed-term research posts to be advertised in accordance with the strategic plan, as well as any permanent and fixed-term posts to be created on the basis of specific external funding
 - b) approve the proposed appointments of professors and researchers following the outcome of the selection procedures

- c) on the recommendation of the CEO, decide on the recruitment of technical and administrative staff, as well as on the general principles and guidelines concerning the legal and financial status of such staff
- d) approve the activation of new degree programmes
- e) on the recommendation of the Rector, approve the annual budget for granting teaching contracts
- f) approve the University Academic Regulations following a resolution by the Academic Senate in accordance with Article 13 below
- g) on the recommendation of the Rector, and after consulting the relevant academic bodies, decide on the activation of master's programmes, advanced-level and residency programmes and PhD programmes
- h) appoint 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 University's legal representative in all matters and shall perform all the duties assigned to them by current legislation, insofar as such legislation is compatible, as well as all duties not expressly assigned by the Statutes to other bodies.
2. In particular, the President:
 - a) shall chair the meetings of the Board and the Executive Committee
 - b) shall convene meetings of the Board and the Executive Committee in accordance with the procedures laid down in the General Regulations
 - c) shall propose to the Board the appointment of the Rector and the members of the Advisory Board
 - d) may delegate specific duties to the Vice-President, the CEO or the Rector
 - e) shall, by way of an urgent procedure, adopt the resolutions required in relation to matters falling within the remit of the Board and the Executive Committee, and submit them for ratification at the next available meeting of the relevant body

Article 9 - The CEO

1. The CEO shall perform the duties delegated to them by the Board of Directors and act as a substitute for the President in the President's absence or incapacity, provided that no Vice-President has been appointed.
2. In particular, the CEO shall:
 - a) set out the general criteria for the organisation of the units according to the guidelines issued by the Board of Directors
 - b) submit proposals to the Board of Directors, including for the purpose of drawing up programmes, guidelines and projects falling within the remit of the governing bodies
 - c) appoint the General Manager, subject to the approval of the Board of Directors
 - d) oversee the running of the Administration and the work of the General Manager, where one has been appointed
 - e) attend meetings of the Board of Directors and the Executive Committee
 - f) act on the basis of specific powers delegated by the Board of Directors and act as the University's legal representative in matters delegated to the Board

Article 10 - Executive Committee: composition

1. The Executive Committee shall consist of:
 - a) the President of the Board of Directors
 - b) the Vice-President, if appointed
 - c) the CEO
 - d) the Rector or, in their absence or incapacity, the Vice- Rector
2. The Executive Committee shall carry out the duties assigned to it by the Board of Directors at the time of its establishment. However, the tasks referred to in Article 7(2) may not be assigned to the Executive Committee.

Article 11 - The Rector

1. The Rector shall be appointed by the Board of Directors, on the recommendation of the President, from among tenured full professors at Italian universities or professors of equivalent rank at foreign universities. The Board of Directors shall, by resolution, lay down the procedures for appointing the Rector. The appointment shall be notified to the supervisory Ministry.
2. The Rector's term of office shall be three years and may be renewed once only.
3. The Rector shall be responsible for setting the direction, initiating and coordinating the University's research, teaching and knowledge dissemination activities, ensuring that these are consistent with the pursuit of the University's institutional aims and in line with the development strategies established by the Board of Directors.
4. The Rector shall also perform any other duties assigned to them by current legislation, insofar as these are compatible with the Statutes and are not expressly assigned to other bodies therein. In particular, the Rector shall:
 - a) represent the University's scientific and academic community at academic and cultural events and at the granting of degrees
 - b) be an ex-officio member of the Board of Directors and the Executive Committee
 - c) propose to the Board of Directors that the permanent and research posts provided for in the strategic plan be activated, as well as any permanent or non-permanent posts funded by specific external grants
 - d) after consulting the relevant academic bodies, submit to the Board of Directors the budget for granting teaching contracts
 - e) after consulting the relevant academic bodies, propose to the Board of Directors the activation of master's programmes, advanced-level and residency programmes and PhD programmes
 - f) in disciplinary proceedings against academic staff, perform the duties assigned to them by current legislation and University regulations; in particular, the Rector shall be responsible for imposing disciplinary sanctions on professors and researchers, provided that such sanctions are no more severe than a reprimand
 - g) exercise disciplinary powers over students in accordance with current legislation and regulations
 - h) propose to the Board of Directors the appointment of the Deputy Rector
 - i) subject to the approval of the Board of Directors, appoint the Prorectors and the Delegates

- j) subject to the approval of the Board of Directors, appoint the Department Directors, after consulting the Department Board;
- k) subject to the approval of the Board of Directors, and upon the recommendation of the Director of the Department to which each degree programme is attached, appoint the Heads of First and Second Cycle Degree Programmes, the Coordinators of PhD Programmes and the Directors of Residency Schools
- l) make proposals and report to the Board of Directors on the University's teaching and learning and research activities
- m) where necessary and urgent, adopt the measures falling within the remit of the Academic Senate
- n) subject to the approval of the Board of Directors, appoint the Directors of the University Research Centres

Article 12 - Prorectors and Rector's Delegates

1. The Deputy Rector shall be appointed by the Board of Directors on the recommendation of the Rector, in accordance with Article 7(2)(h) of the Statutes. The Deputy Rector shall be appointed from among the University's tenured full professors and shall act as the Rector's representative in the latter's absence or incapacity, whilst also carrying out any other duties expressly delegated to them by the Rector.
2. Subject to the approval of the Board of Directors, the Rector may also delegate the coordination of specific functions to other tenured professors at the University, appointing them as Prorectors.
3. The Deputy Rector's term of office shall normally be three years. The Deputy Vice-Rector shall, however, cease to hold office at the start of a Rector's new term of office.
4. The Prorectors' term of office shall normally be three years. It may not, under any circumstances, exceed the length of term of office of the Rector who appointed them, regardless of the reason.
5. The Rector may also appoint his own Delegates to carry out specific duties or to oversee matters or projects of particular importance to the University. The length of term of office of the Rector's Delegates shall be determined at the time of their appointment. Representatives shall cease to hold office on completion of the term of office of the Rector who appointed them, regardless of the reason.

Article 13 - The Academic Senate

1. The Academic Senate shall consist of:
 - a) the Rector, who chairs it
 - b) the Deputy Rector, who chairs the meeting in the Rector's absence or incapacity
 - c) the Prorectors
 - d) the Directors of Departments and University Research Centres

A representative of residents and PhD students and a representative of degree and second-cycle degree students, both elected in accordance with the procedures set out in the Electoral Regulations, shall attend meetings convened to discuss matters of particular interest to them, without the right to vote.

The Rector's Delegates may attend Academic Senate meetings convened to discuss specific matters.

The CEO may attend Academic Senate meetings.

2. The Academic Senate shall be duly constituted when a majority of those entitled to vote are present and shall adopt its resolutions by a majority vote of those present. An absolute majority of the members shall be required for the resolution adopting the University Academic Regulations and for the opinion issued on amendments to the Statutes.
3. The Academic Senate shall serve as the forum through which the University's academic community articulates its policies and priorities. In particular, it shall be responsible for putting forward opinions and proposals on:
 - a) the University's development priorities and objectives, with particular reference to activities related to teaching and learning, research and the dissemination of knowledge
 - b) the need to fill tenured or contract posts
 - c) study programmes, degree programmes, master's programmes, PhD programmes and advanced-level programmes
4. The Academic Senate shall also be responsible for:
 - a) ensuring coordination between the University Research Centres and the departments
 - b) adopting the University Academic Regulations and any amendments thereto, to be submitted to the Board of Directors for final approval
 - c) approving proposals for regulations governing the operation of the University's primary structures, in accordance with Article 14 below
 - d) carrying out periodic evaluations of study programmes and academic outcomes and overseeing the organisation of institutional activities
 - e) coordinating and monitoring the fulfilment of the institutional duties of academic staff
 - f) proposing to the Board of Directors the Student Code of Conduct, which shall set out the disciplinary measures to be adopted in the event of a breach of that Code
5. The Academic Senate shall also, where applicable, perform the functions assigned to the Academic Senate of state universities under current legislation, unless such functions are expressly assigned to other bodies by these Statutes.
6. The University General Regulations govern the procedures for convening and the functioning of the Academic Senate.

Article 14 - Primary structures

1. The University's primary structures shall consist of its Departments and research centres.
2. The University's primary structures shall adopt Regulations governing their operation, according to the provisions of these Statutes. These Regulations shall be approved by the Board of Directors and the Academic Senate, each within its respective areas of competence.

Article 15 - Departments

1. The University may establish one or more departments responsible for the organisation and delivery of teaching and learning activities and research activities, as well as any

other duties assigned to them by current legislation or by the Board of Directors. Degree programmes, master's programmes, PhD programmes and residency schools shall be organised within a department.

2. Tenured professors and researchers affiliated with the department shall be ex-officio members of the Department Board; the Department Regulations may provide for the participation of other individuals in the Department Board, depending on the topics under discussion.
3. The Department's governing bodies shall be the Director, the Department Executive Committee and the Board.
4. The Department Board shall be chaired by the Director, whom the Rector shall appoint from among tenured full professors, subject to the approval of the Board of Directors and following consultation with the Department Board. The Director's term of office shall be three years and may be renewed.
5. The Director shall convene the Board in accordance with the procedures laid down in the University General Regulations.
6. The Department Director shall carry out the duties assigned to them by current legislation, insofar as compatible, and shall, in particular, propose to the Department Board the appointment of professors and researchers; propose to the Rector the appointment of the Heads of First and Second Cycle Degree Programmes, the Coordinators of PhD Programmes and the Directors of Residency Schools; and shall be responsible for the allocation of teaching duties.
7. The Rector shall determine the procedures for consulting the members of the Department Board regarding the procedures for appointing the Director. The consultation, which may also be conducted electronically, must in any event be concluded at least five working days before the meeting of the Board of Directors at which approval is to be granted for the appointment of the Director.
8. The Director shall appoint a Deputy Director from among the tenured professors in the Department. The Deputy Director shall stand in for the Director in the latter's absence or incapacity and perform any other duties delegated to them by the Director.
9. The Director may organise the Department's institutional activities into Department Research Centres, including through special agreements with other bodies. They may establish Department Committees and/or Working Groups to coordinate and carry out specific activities and functions.
10. The Department shall establish a Joint Teacher-Student Committee in accordance with Article 2 (2)(g) of Law No. 240/2010. The procedures for appointing members of the Joint Teacher-Student Committee and the length of their terms of office shall be governed by specific regulations.
11. The Department Executive Committee shall comprise the Department Director, who chairs it; the Deputy Director; representatives of the Heads of First and Second Cycle Degree Programmes; the Coordinators of PhD Programmes; and the Directors of the Residency Schools, with a maximum of three appointed across the residency areas of Medicine, Surgery and Clinical Services; the Directors of the Department Research

Centres, the Coordinators of the Department's Committees and Working Groups and the Head of the Joint Teacher-Student Committee.

12. The Department Executive Committee shall be the department's executive body and shall assist the Director in the performance of the functions assigned to them. It shall carry out the duties assigned to it by the internal regulations, prepare the work of the Department Board and perform the tasks delegated to it by the Department Director and the Board. When discussing specific issues, the Department Executive Committee may be supplemented by representatives and subject-matter experts from the Department, chosen by the Director.
13. The term of office for members of the Department Executive Committee shall normally be three years and may not, under any circumstances, exceed the Director's term of office.

Article 16 - University Research Centres

1. To develop and enhance general or sector-specific research activities carried out by one or more departments, the University may establish one or more research centres, also through special agreements or partnerships with other entities.
2. The regulations of each Centre shall be approved by the Board of Directors, on the recommendation of the Rector. The Regulations shall set out the governing bodies and the procedures for the Centre's management.

Article 17 - The General Manager and the University's Administrative Organisation

1. The General Manager shall be appointed by the CEO, subject to the approval of the Board of Directors; they shall normally hold office for a term of three years, which may be renewed.
2. The General Manager shall report to the CEO on the proper functioning of the University's administrative activities, coordinate the organisation of services and the technical and administrative staff, and ensure the flow of information that enables the CEO, the Executive Committee and the Board of Directors to take the necessary decisions regarding the University's administration and organisation. The General Manager may attend meetings of the Board of Directors and the Executive Committee, without the right to vote.

CHAPTER III

CONSULTATIVE, GOVERNANCE AND AUDIT BODIES

Article 18 - Consultative, Governance and Audit Bodies

The following are consultative, governance and audit bodies:

- 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 shall consist of no fewer than three individuals of recognised expertise and experience in the University's fields of activity, as well as in the organisation and management of university studies; namely individuals who have distinguished themselves through their support for the advancement of science and culture. It may be temporarily expanded to address specific issues.
2. The Advisory Board shall issue opinions and assessments on matters referred to it by the President or the Board of Directors.
3. The Advisory Board shall meet in person at least once every two years.
4. Members of the Advisory Board shall be appointed for a term of three years, renewable by the Board of Directors, upon the recommendation of the President. The President of the Board of Directors shall appoint the Coordinator of the Advisory Board.

Article 20 - The Disciplinary Board

1. The Board of Directors shall appoint the Disciplinary Board. The Board shall consist of nine members, three of whom shall be appointed by the Board of Directors in accordance with the principle of peer review, selected from among individuals who have distinguished themselves in academic, scientific or clinical fields, and six of whom shall be appointed by the Academic Senate from a shortlist of up to nine names nominated by the academic staff on an elective basis. The panel appointed by the Academic Senate must comprise, at least, three full professors, two associate professors and one researcher as standing members and three alternate members, comprising one full professor, one associate professor and one researcher. The Board of Directors shall appoint the Head of the Disciplinary Board from among the full professors. The members of the Board shall hold office for three consecutive years and their term of office may not be automatically renewed. Membership of the Disciplinary Board shall not entitle members to any remuneration, emoluments, allowances or reimbursement of expenses.
2. The Disciplinary Board, in accordance with the current legislation, shall conduct the preliminary investigation phase of disciplinary proceedings brought against professors and researchers and shall issue a final opinion on the matter. Specifically, full professors shall be competent to hear cases brought against full professors; full professors and associate professors shall be competent to hear cases brought against associate professors; and full professors, associate professors and researchers shall be competent to hear cases brought against researchers.
3. The stages of the procedure shall be governed by specific University Regulations, in accordance with the current legal provisions applicable to non-state universities.
4. In all cases, the Board shall act in accordance with the principles of transparency, fair hearing and the right of defence.

Article 21 - The University Evaluation Committee

1. The University shall establish a University Evaluation Committee responsible for assessing the quality and effectiveness of the academic programmes, student services and research activities carried out by the University's departments and research centres.
2. The Evaluation Committee shall operate in accordance with the current legislation in force, insofar as it is applicable and, in particular, with the implementing measures

adopted in accordance with Article 5(3) of Law No. 240/2010, as well as the evaluation framework developed at the European and international level.

3. The Evaluation Committee shall consist of a minimum of five and a maximum of nine highly qualified professionals from outside the University, appointed by the Board of Directors, at least two of whom shall be experts in the field of evaluation, also in non-academic contexts. A student representative, chosen from among the elected representatives of the Student Council, shall be invited to join the Evaluation Committee and attend its meetings.
4. The term of office for members of the Evaluation Committee shall be three years, renewable, except for the term of office for the student representative, which shall be determined by the Electoral Regulations.
5. The Rector or a Delegate appointed by the Rector shall be responsible for coordinating between the Evaluation Committee and the academic bodies.
6. The Committee shall report annually to the Board of Directors and the Academic Senate on the results of the evaluation work carried out.

Article 22 - The Board of Statutory Auditors

1. The University shall establish a Board of Statutory Auditors, which shall be responsible for all the functions assigned to it under current legislation.
2. The Board shall consist of three highly qualified external experts appointed by the Board of Directors.

Article 23 - The Student Council

1. The Student Council, comprising students elected to the University's collegial bodies and student representatives elected in accordance with the procedures set out in the University General Regulations, shall act as an advisory body to the University and coordinate the activities of student representatives.
2. In particular, the Student Council shall:
 - a) make proposals and, where requested, give opinions on matters related to teaching and learning activities, student services and students' right to study
 - b) provide advice on the organisation of part-time work by students in support of teaching, research and students' right to study
 - c) draft the Rules of Procedure governing its operation, which must be approved by the University's Board of Directors

Article 24 - Staff

1. Without prejudice to the non-state nature of the University, in accordance with Article 4 of Law No. 243 of 29 July 1991, the provisions governing the legal status, remuneration, social security and pension entitlements of professors and researchers at state universities shall apply to professors and researchers at this University.

The academic staff shall comprise:

- a) full professors, associate professors and non-tenured full professors
- b) university researchers on fixed-term and permanent contracts
- c) adjunct professors and visiting professors

d) holders of other research contracts and appointments in accordance with Law No. 240/2010

e) research fellows.

The academic positions shall correspond to those provided for under current national legislation on the matter.

2. The procedures for the selection of academic staff shall be governed by the University Regulations, in accordance with the current principles and legal provisions regarding the selection of academic staff at state universities.
3. The University's technical and administrative staff shall be organised in accordance with the guidelines and regulations adopted by the Board of Directors. The employment relationship of such staff shall be governed by the provisions of the Civil Code relating to employment within a company, by other statutory provisions governing private-law employment relationships, and by the applicable collective labour agreements.

Article 25 - Transitional and Final Rules

1. For any matters not covered by these Statutes, reference shall be made to the current legislation on the subject, insofar as it is applicable.