



UNIVERSITY
OF TRENTO - Italy

CHARTER

Important notice: This is a courtesy translation from the Italian original. In all matters of interpretation, the original Italian version is the sole version to have legal value.

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PART I – PRINCIPLES AND FUNCTIONS

ARTICLE 1 – ESTABLISHMENT AND AUTONOMY OF THE UNIVERSITY

1. The University of Trento, hereinafter called the University, is a public higher education and research institute which enjoys autonomy under Article 33 of the Italian Constitution. It guarantees freedom of research, teaching and learning in its capacity as an instrument of human development, democracy and social dignity. It is fully independent and favours dialogue and pluralism of ideas with full respect for its Code of Ethics.
2. The University is part of the Italian state university system and enjoys a special autonomy guaranteed by Legislative Decree no. 142/2011, pursuant to which it works actively in the European Higher Education Area (EHEA) and the European Research Area (ERA).
3. The University has its main premises in Trento and can establish decentralised premises.
4. The seal of the University features the eagle of Trento and the Arabian phoenix and the motto "Athesina Studiorum Universitas". Together with the logo the seal is the trade mark of the University.

ARTICLE 2 – OBJECTIVES AND FUNCTIONS OF THE UNIVERSITY

1. The University works for the development and spread of knowledge and critical thinking, and places research at the heart of its educational, cultural and professional policies.
2. In implementing its educational policy the University recognizes the central role played by students.
3. It pursues constant improvement in the quality of its research and teaching, and the strengthening of its international dimension by establishing contacts with prestigious national and international universities and research centres.
4. It draws up a strategic plan, identifying the areas that are fundamental for its distinctive character and its national and international position.
5. It makes choices based on the results of appropriate evaluation procedures and implements policies based on merit and qualifications to attract professors, researchers, technicians, administrative staff and students, supporting these policies with suitable measures and incentives, including accommodation.
6. It works with the school system, promoting university as a valid choice and encouraging teacher training.
7. It helps its graduates and postgraduates to enter the world of work, offering training and professional experience to meet the demands of the labour market and of modern society; it supports the involvement of its alumni and alumnae and their associations in the activities of the University.
8. It supports the circulation of knowledge through full and open access to scientific literature and encourages the transfer of scientific findings and their promotion through entrepreneurial and academic activities.
9. It works with society and industry at the local level, organising specific meetings with the economic and social actors and making available its knowledge and its premises in order to promote development and competition at the national and international level through innovation and life-long learning.
10. It consolidates its relations with the local area by convening, as a rule once a year, a public meeting open to the University community and to the local community and its representatives and institutions in order to illustrate its activity and its impact at local level, and to gather advice and suggestions regarding its general policies.

PART II – CENTRAL UNIVERSITY BODIES

ARTICLE 3 – CENTRAL UNIVERSITY BODIES



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1. The government of the University is based on a dual system founded on the differentiation of roles between the Academic Senate as a guiding body which oversees teaching and research work and the Board of Governors as a guiding body which oversees finance and administration and which verifies the results attained.
2. The central governing bodies of the University are:
 - a) the Rector
 - b) the Board of Governors
 - c) the President of the Board of Governors
 - d) the Academic Senate
3. Other central University bodies are:
 - a) the Council of Directors
 - b) the Council of Students
 - c) the Evaluation Unit
 - d) the Board of Auditors
 - e) the Managing Director
 - f) the Disciplinary Board.

FIRST SECTION – THE RECTOR

ARTICLE 4 – ROLE AND DUTIES OF THE RECTOR

1. The Rector is responsible for the pursuit of the aims of the University, he or she ensures unity in the strategic policies between the University's governing bodies and he or she drives and coordinates teaching and research activities. The Rector is the legal representative of the University.
2. In particular, the Rector:
 - a) draws up the University multiyear strategic plan, together with the Academic Senate, and is responsible for its implementation after the approval of the Board of Governors;
 - b) proposes the annual and multiyear budget to the Board of Governors;
 - c) presents annually to the Board of Governors the trends in academic research and the educational policy adopted by the Academic Senate;
 - d) draws up an annual report on the implementation of the University strategic plan and submits it to the Board of Governors at the same time as the balance sheet;
 - e) identifies three full professors as members of the Academic Senate;
 - f) together with the President proposes to the Board of Governors the appointment of the Managing Director;
 - g) in the event of necessity or urgency, is responsible, together with the President of the Board of Governors, for temporary measures in areas within the remit of the Board of Governors, presenting these measures for ratification at the next meeting;
 - h) appoints the Deputy Rector, who replaces him or her in the case of absence or impediment, from among the members of the Academic Senate;
 - i) carries out every role devolved to him or her as well as any other role not expressly attributed to other bodies;
3. The Rector's mandate lasts for six years and is not renewable.

ARTICLE 5 – ELECTIONS OF THE RECTOR

1. The Rector is elected from among the full professors of the University of Trento and of other universities who are working full time or who undertake to work full time if elected and who have put forward their candidacy by the deadline.
2. Professors who put forward their candidacy are assessed beforehand by the Committee for Candidates for the Rectorship, made up of three people possessing the competence and experience necessary for the post of Rector. One member of the Committee is designated by the Board of Governors, one by the Academic Senate and one by both these bodies jointly.



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3. Normally the President of the Board of Governors establishes the Committee for Candidates for the Rectorship at least six months before the end of the Rector's mandate. Should the Rector leave his or her post for a reason other than the normal expiry of the mandate, then the Committee is appointed without delay in order to enable the electoral procedure to be started immediately.
4. The President of the Board of Governors, acting on the proposal of the Committee for Candidates for the Rectorship and in accordance with the procedures specified in the University's General Regulation, publishes an announcement for the vacant post in which the deadline for applications and the general criteria to which the Committee for Candidates for the Rectorship must adhere in their assessment are indicated.
5. Applications must be accompanied by a Curriculum Vitae, a list of publications and a general proposal for a strategic plan for the University.
6. On the basis of the list of candidates in possession of the requisites as per paragraph 1 above and according to the criteria indicated in the announcement of the vacant post as per paragraph 4 above, the Committee assesses each application in the light of the distinctive character of the University, with particular regard for:
 - a) overall experience, in particular in the management of complex academic institutions and in involvement in and academic responsibility for important national and international research projects;
 - b) strong academic qualifications and experience recognised at the national and international level.
7. The assessment of the Committee is published together with the list of candidates and the documents as per paragraph 5 above.
8. The electorate for the election of the Rector consists of:
 - a) tenured professors, tenured researchers and fixed term contract researchers as per Article 24 (3) (b) of Law 240/2010;
 - b) fixed-term contract researchers as per Article 24 (3) (a) of Law 240/2010, doctoral students, and research fellows as per Article 22 of Law 240/2010. The votes expressed are weighted so that they represent 2% of the votes expressed by the voters in letters (a) and (d) of this paragraph. The weighted votes given to each candidate are rounded up or down to the nearest whole number;
 - c) managerial staff, technicians, administrative staff and language teachers, who are employees of the University on contracts of employment. Their votes expressed are weighted so that they represent 4% of the votes expressed by the voters in letters (a) and (d) of this paragraph. The weighted votes given to each candidate are rounded up or down to the nearest whole number;
 - d) the members of the Council of Students.
9. The candidate who obtains the absolute majority of votes, calculated according to the weighting system outlined in the preceding paragraph, is elected, on condition that at least one third of those eligible to vote, calculated according to the same system, cast their vote. If after three rounds of voting no candidate is elected, a last ballot is held between the two candidates who received the most votes in the third round of voting. The last ballot is valid however many voters cast their vote.
10. The Rector is appointed by the competent Minister. Should a professor belonging to another university be elected, the appointment also constitutes a transfer to the University of Trento.
11. The General Regulation of the University specifies any further procedural norms necessary.

ARTICLE 6 – DISMISSAL OF THE RECTOR

1. The Rector is dismissed from his or her post whenever the electorate approves, with a two-thirds majority of those eligible to vote weighted according to Article 5 (8), a motion of no confidence, with grounds, that has been proposed by the Board of Governors or by the Council of Directors with a two-thirds majority of their members.
2. The motion of no confidence cannot be proposed until two years of the Rector's mandate have passed.
3. Once the motion of no confidence has passed, new elections are held. Pending the elections the Deputy Rector is responsible for any urgent or necessary measures and deals with ordinary business.



SECOND SECTION – THE BOARD OF GOVERNORS

ARTICLE 7 – ROLE AND POWERS OF THE BOARD OF GOVERNORS

1. The Board of Governors is responsible for the general government and planning of the University. It oversees the economic and financial management of the University.
2. In particular the Board of Governors:
 - a) establishes the general criteria and the financial restraints for drawing up the multiyear strategic plan of the University;
 - b) approves, acting on the proposal of the Rector, the multiyear strategic plan of the University adopted by the Academic Senate;
 - c) approves, acting on the proposal of the Rector and having consulted the Academic Senate, the budget and balance sheet, verifying the use of the available resources;
 - d) assesses, on the basis of the Rector's annual report and considering the annual report of the Evaluation Unit and the opinion of the Council of Students, the implementation of the multiyear strategic plan, adding any adjustments as required;
 - e) decides, acting on the proposal of the Academic Senate, the establishment and closure of departments and centres within the University;
 - f) takes decisions, acting on the proposal of the Academic Senate, as regards planning access to degree courses and the level of student fees;
 - g) appoints, acting on the proposal of the President of the Board of Governors, the members and the President of the Evaluation Unit;
 - h) assigns the post of Managing Director, acting on the proposal of the Rector and in agreement with the President, and approves the management and organisation policies;
 - i) applies disciplinary sanctions greater than censure or the dismissal of the relevant proceedings, in agreement with the binding opinion of the Disciplinary Board;
 - j) takes a deciding or consulting role regarding the Regulations as per Article 31.

ARTICLE 8 – COMPOSITION, DURATION AND FUNCTIONING OF THE BOARD OF GOVERNORS

1. The Board of Governors is appointed by the Autonomous Province of Trento, which chooses the President at the same time from among the Board members;
2. The Board of Governors consists of:
 - a) the Rector and the President of the Council of Students who are members by right;
 - b) three members chosen by the Autonomous Province of Trento, subject to the binding opinion of the Committee for the Appointment of Governors as per Article 9, which considers the possession on the part of the candidates of the requisites as per paragraph 3;
 - c) three members chosen by the said Committee for the Appointment of Governors from a shortlist of names put forward by the Academic Senate, where the number of names is double the number of members to be appointed. The Committee selects the members, ensuring their possession of the requisites as per paragraph 3 and assessing to what extent they meet the requirements of the post;
 - d) one member chosen by the competent Minister, subject to the binding opinion of the Committee for the Appointment of Governors as per Article 9, with regard to the possession of the requisites as per paragraph 3.
3. The members who are not members by right are selected, with respect for the principle of equal opportunities, from among people who are not employees of the University, who are highly professional, who have extensive knowledge of the University system and of research at the national and international level, who have specific academic and cultural qualifications and who have suitable competence and experience in the management of public and private sector institutions and bodies. The Governors of the Board act in the sole interest of the University and independently of any external requirements.
4. The mandate of the members who are not members by right lasts for six years and is not renewable. The end of the mandates of the said members must be staggered in such a way that two mandates are renewed at the same time every two years. Where for any reason it is



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necessary to replace a member who is not a member by right, the same procedure used when the Board was originally established is adopted.

5. In the event that the Minister fails to appoint a member or that the post of President of the Council of Students is temporarily vacant, the Board of Governors operates legitimately and is not prevented from being constituted or from going about its business simply on the basis of the number of full members.
6. The decisions of the Board of Governors are taken with the majority of those present, except where particular majorities are required; in the event of a tie, the President's vote prevails.

ARTICLE 9 – COMMITTEE FOR THE APPOINTMENT OF GOVERNORS

1. The Committee for the Appointment of Governors is made up of three members selected by the Autonomous Province of Trento in agreement with the Academic Senate from among people possessing proven professional competence and experience in posts of an academic or administrative nature in complex institutions and who have no conflict of interest with the University as per the University's Code of Ethics.
2. Employees of the University as well as employees and members of the bodies of the Autonomous Province of Trento and of its operating bodies, and of research bodies established by the Province or governed by provincial law may not be members of the Committee.
3. The mandate for the members of the Committee for the Appointment of Governors lasts six years and is not renewable.
4. The Committee is appointed by a deliberation of the Autonomous Province of Trento.

ARTICLE 10 – PRESIDENT OF THE BOARD OF GOVERNORS

1. The President of the Board of Governors is the guarantor of the special autonomy that the University enjoys.
2. In particular the President:
 - a) puts forward initiatives and proposals with reference to the resolutions to be submitted to the Board of Governors regarding the general administrative and financial planning and management of the University as well as supervising their implementation;
 - b) is responsible, together with the Rector, for initiatives relating to agreements with other national and international bodies of an institutional, managerial and financial nature;
 - c) ensures in concert with the Rector that the University has the resources necessary to achieve its strategic plan;
 - d) promotes and supervises the University's relationship with the outside world and in particular with local bodies;
 - e) convenes and presides over the Board of Governors, also establishing the agenda, drawn up in agreement with the Rector;
 - f) establishes the Committee for Candidates for the Rectorship;
 - g) convenes, together with the Rector, the Public Meeting of the University and meetings with local social and economic actors.
3. The President is replaced by the oldest member of the Board of Governors in the event of absence, impediment or vacancy of the post.

THIRD SECTION – THE ACADEMIC SENATE

ARTICLE 11 – ROLE AND POWER OF THE ACADEMIC SENATE

1. The Academic Senate is the governing body of the University for teaching and research activities. It works with the Rector in directing, planning and coordinating teaching and research at the University and, taking into account the proposals of the individual departments and centres of the University, in planning teaching programmes and research and their implementation, in allocating resources and in recruiting professors and researchers.
2. In particular, the Academic Senate:



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- a) draws up and adopts, at the instigation of the Rector, the multiyear strategic plan of the University, taking into account the indications contained in the strategic plan proposals put forward by the departments and centres, which the Academic Senate implements on the basis of their academic and teaching quality and guaranteeing consistency between objectives and the resources available.
 - b) proposes the establishment and the closure of departments and centres to the Board of Governors;
 - c) takes decisions regarding the recruitment of professors and researchers;
 - d) approves the degree course provision and proposes yearly to the Board of Governors the planned number of students for the degree courses and the level of student fees;
 - e) defines criteria and means of self-assessment for teaching and research activities in the departments and centres;
 - f) ascertains the extent of the achievement of the teaching and research objectives established by the strategic plan and the quality levels attained in the departments and centres;
 - g) acts as a coordinator and link between the departments and centres, including through the Council of Directors;
 - h) expresses an opinion regarding the University's budgets and balance sheets;
 - i) proposes, decides and consults with regard to the Regulations as per Articles 23 and 31;
 - j) approves the Code of Ethics.
3. For the purposes as per paragraph 2 (c) the Academic Senate calls on the Commission for Recruitment and Career Development to define the general criteria to which the departments and centres and the appointed commissions must keep when seeking and assessing external and internal candidates, in particular in order to take full advantage of candidates well-known at the international level, and to ascertain the application of these criteria. The composition and the functioning of the Commission are governed by specific Regulations

ARTICLE 12 – COMPOSITION, DURATION AND FUNCTIONING OF THE ACADEMIC SENATE

1. The Academic Senate is established by Rector's decree and comprises:
 - a) the Rector who convenes and presides over it;
 - b) four full professors elected by the tenured professors, tenured researchers and researchers on fixed term contracts as per Article 24 (3) (b) of Law 240/2010;
 - c) three full professors selected by the Rector, in accordance with the principle of equal opportunities;
 - d) two student representatives who take part in meetings only when the discussion concerns teaching, the right to study and student services.
2. In order to ensure a balanced representation of the different academic disciplines at the University, professors who are candidates for the Academic Senate are assigned to two different lists, with one for candidates belonging to the technical and scientific area and the other for candidates belonging to the social sciences, law and the humanities. The two candidates with the most votes for each area are elected to the Academic Senate. The electoral system and the electoral procedure are governed by the General Regulation of the University.
3. The mandate for members of the Academic Senate lasts:
 - a) three years for elected professors, and is renewable once only;
 - b) three years for the professors designated by the Rector and is renewable once only; at the end of the Rector's mandate or in the event of early expiry the designated members leave their post at the beginning of the mandate of the new Rector;
 - c) two years for the student representatives.
4. The resolutions of the Academic Senate are passed by the majority of those present, except where the Charter requires particular majorities.

FOURTH SECTION – OTHER CENTRAL BODIES



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ARTICLE 13 – COUNCIL OF DIRECTORS

1. The Council of Directors links the departments and centres to one another and to the Academic Senate.
2. It comprises the Directors of the Departments and Centres. It is presided over by the Rector or by his or her delegate.
3. The Council:
 - a) expresses opinions and draws up proposals for the Academic Senate;
 - b) initiates proposals for modifications to the Charter with a two-thirds majority of its members;
 - c) can propose, with a two-thirds majority of its members, a motion of no confidence in the Rector to be submitted to the electoral body;
 - d) carries out all the work devolved to it by the General Regulation of the University and by other regulations.

ARTICLE 14 – COUNCIL OF STUDENTS

1. The Council of Students represents the students.
2. The Council:
 - a) expresses an opinion on the Rector's annual report into the implementation of the University's strategic plan;
 - b) draws up an annual report into the state and the quality of teaching activities at the University, having first viewed the annual reports of the Joint Committees;
 - c) designates, where required, student representatives to sit on the University's coordinating and consultative bodies;
 - d) can request from the governing bodies fact-finding inquiries in the areas of teaching, the right to study and student services.
3. The Council is appointed by Rector's decree and comprises:
 - a) the student representatives of the Academic Senate;
 - b) fifteen members, elected for two academic years by the student representatives of the various Councils of the departments and centres from among all students;
 - c) two members, elected for two academic years by the student representatives of the Joint Committee for the Right to Study and the Advancement of Merit from among all students.
4. The Council elects its President from among its own members; the President is a member by right of the Board of Governors.
5. The electoral procedure and the work of the Council are governed by the General Regulation of the University. The Council can approve its own internal general regulation provided it respects the Charter and University regulations.

ARTICLE 15 – EVALUATION UNIT

1. The Evaluation Unit continuously and systematically verifies the work of the University as regards organisation, research and teaching, and ensures the overall quality of the processes, contributing to the improvement of the internal system of self-assessment and to the advancement of merit.
2. In particular the Evaluation Unit draws up, with full autonomy, an annual report into the implementation of the strategic plan and the achievement of the planned objectives, and submits it to the Board of Governors by May of each year.
3. At least once a year the Evaluation Unit consults the Council of Students in order to hear its opinion regarding the quality of teaching and services for students.
4. The Evaluation Unit also carries out the tasks assigned to it by state legislation and by the various University regulations.
5. The Evaluation Unit comprises five members who are highly qualified professionally and who mainly come from outside the University, including two experts in evaluation in the non-academic sphere.
6. The members of the Evaluation Unit, including the President, are appointed by the Board of Governors acting on the proposal of the President of the Board of Governors together with the Rector.
7. The mandate of the members of the Evaluation Unit lasts for four years and is renewable once only.



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ARTICLE 16 – BOARD OF AUDITORS

1. The Board of Auditors checks the accounting and administrative management of the University and supervises its respect for the principles of correct administration and for the laws in force in this field.
2. The Board of Auditors is comprised of three full members and two alternate members of proven competence and experience.
3. One full member with the role of President is designated by the Autonomous Province of Trento, one full member and one alternate member are designated by the Ministry of Economics and Finance and one full member and one alternate member are designated by the Board of Governors of the University.
4. The members designated by the Autonomous Province of Trento and by the Board of Governors must be on the Official Register of Auditors.
5. The Board of Auditors is appointed by the Rector and has a four-year mandate; the mandate of the full members is renewable once only.
6. The post of Auditor cannot be held by an employee of the University.

ARTICLE 17 – MANAGING DIRECTOR

1. Within the framework of the policies approved by the Board of Governors, the Managing Director is responsible for the overall management and organisation of the offices and services of the University, for its technicians and administrative staff and for its material resources.
2. The Managing Director:
 - a) within the limits of his or her powers assists the Rector and the University bodies in carrying out their roles and supervises, to the extent to which he or she has responsibility, the implementation of the relative directives and decisions;
 - b) in agreement with the Rector proposes to the Board of Governors the general organisational framework of management and lines of development, and the incentivisation of excellence among the technicians and administrative staff, defining its implemental plan and taking responsibility for its achievement;
 - c) assigns managerial posts for the running of the technical and administrative departments according to the provisions of the specific regulations;
 - d) taking into account the strategic plan of the University, proposes to the Board of Governors a multiyear plan of development and improvement of the quality of services and gives an annual report into the state of its implementation;
 - e) adopts the measures necessary to carry out adequate checks to ensure that the accounts are being kept correctly and the balance sheets are drawn up correctly in accordance with the procedures established by the University's Regulation for Finance and Accounting.
3. The post of Managing Director is assigned by the Board of Governors, acting on the proposal of the Rector and in agreement with the President, to a highly qualified person with proven experience of managerial roles over many years. The Managing Director is selected in accordance with the procedures established by the General Regulation of the University.
4. The post lasts no longer than five years and is renewable. The Managing Director can be suspended or dismissed for serious reasons before the end of his or her mandate on the basis of an order, with grounds, passed by the Board of Governors, acting on the proposal of the Rector in agreement with the President.
5. The Managing Director takes part in the meetings of the Board of Governors, the Academic Senate and the Council of Directors without the right to vote, with the role of secretary responsible for writing the minutes.
6. In case of necessity the Managing Director designates his or her deputy who stands in for him or her in the event of absence or impediment.

ARTICLE 18 – DISCIPLINARY BOARD

1. The Disciplinary Board is responsible for carrying out the preliminary enquiry for disciplinary proceedings against professors and researchers where sanctions more severe than censure are involved and for giving an opinion to the Board of Governors.



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2. The Rector is responsible for starting disciplinary proceedings. The Board of Governors, in accordance with the times and procedures specified by the relevant Regulation, decide the sanction or the dismissal of the proceedings in compliance with the binding opinion given by the Disciplinary Board.
3. The Disciplinary Board comprises five tenured professors of whom three are full professors and two are associate professors, and of two tenured researchers. The members of the Board are appointed by the Academic Senate, which also appoints the President from among the full professors.
4. The Disciplinary Board follows the principles of peer review so that the discussion is held before the President and the members belonging to the same category as the person subject to the disciplinary proceedings.
5. The mandate of the members of the Disciplinary Board lasts for four years and can be renewed once only.
6. The functioning of the Disciplinary Board and disciplinary proceedings are established in a special Regulation approved by the Academic Senate.

FIFTH SECTION – GENERAL AND PARTICULAR RULES REGARDING THE BODIES

ARTICLE 19 – INCOMPATIBILITY

1. The Rector, the Directors of the Departments and Centres and the Managing Director as well as the members of the Board of Governors, the Academic Senate, the Evaluation Unit and the Board of Auditors, may not be members by right or take part in any other of the bodies mentioned, except for the members by right as per this Charter.
2. The members of the Board of Governors and the Academic Senate may not hold the post of Rector or be members of the Board of Governors, the Academic Senate, the Evaluation Unit or the Board of Auditors of other Italian universities.
3. The Rector, the members of the Board of Governors and the members of the Academic Senate may not maintain or accept roles concerning the planning, funding or evaluation of university actions and activities in the competent Ministries, in the Autonomous Province of Trento or in the bodies which evaluate and verify the activities of the University. In addition, they may not hold or accept any political post.
4. Any incompatibility of office, as per the preceding paragraphs, must be resolved at the latest at the time of accepting the new post. If the incompatibility is not resolved, then the President of the Board of Governors for the Governors and the Rector, or the Rector for the President and the members of the other University bodies, order under penalty of dismissal the immediate removal of the person concerned. In the event of non-compliance, the dismissal is declared by the Board of Governors with an absolute majority.

ARTICLE 20 – CONFLICT OF INTEREST

1. Any person who has a conflict of interest with the University as per the Code of Ethics cannot be elected or appointed to the University bodies.
2. Where a conflict of interest comes to light after the election or the appointment, the Board of Governors acting on the proposal of the Rector or the President declares with an absolute majority the dismissal with retrospective effect of the person involved.
3. Where the conflict of interest arises at a time subsequent to the election or appointment, the person concerned shall resolve the conflict within 60 days. If the situation is not resolved by this deadline then the procedure of incompatibility is applied as per the second sentence of Article 19 (4).

ARTICLE 21 – REQUIREMENTS FOR THE APPOINTMENT AND ELECTION OF PROFESSORS

1. Professors can hold posts for the governing of the University only if they work full-time. Professors on part-time contracts who are appointed or elected to a post for the governing of the University must choose to become full-time when accepting the post.



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2. Professors who ensure a number of years of service which is at least equal to the duration of the mandate before retirement can be appointed or elected to a post for the governing of the University.

ARTICLE 22 – RECONCILIATION PROCEDURE

1. Where agreement between University bodies is required and this is not achieved, the President of the Board of Governors and the Rector draw up an account of the different positions which they submit for the approval of the bodies concerned. Where the disagreement regards the President of the Board of Governors and the Rector, they can devolve the decision to the joint meeting of the Board of Governors and the Academic Senate.

PART III – ORGANISATION OF THE UNIVERSITY

ARTICLE 23 – DEPARTMENTS AND CENTRES

1. Following the principle of the combination of teaching and research, the University comprises departments and centres with executive autonomy which:
 - a) promote, coordinate and manage the teaching and research activities with respect for the independence of each professor and researcher;
 - b) are responsible for relations with external subjects and institutions and encourage knowledge transfer.
2. Within their own areas, the academic departments and centres guarantee to carry out the teaching work engendered by the course provision policy implemented by the University.
3. In every Department and Centre offering degree courses there is a Joint Committee comprising three professors and three students. The Joint Committee monitors the course provision and the quality of the teaching as well as the services provided to students by professors and researchers and draws up an annual report into the state and quality of the teaching.
4. The regulations for the academic Departments and Centres are drawn up according to the provisions of the General Regulation of the University and are approved, on the proposal of the Councils of the Departments and Centres by the Academic Senate.
5. The deed of establishment of each Department or Centre bears the official name and any variant to be used in the international field.

FIRST SECTION – DEPARTMENTS

ARTICLE 24 – ESTABLISHMENT OF THE DEPARTMENTS

1. Departments work to achieve research and teaching objectives over a broad range of disciplines and are characterised by a sufficiently diverse range of themes and methods.
2. As part of their organisation and managerial independence, the Departments can be divided into departmental areas with autonomy for the planning and management of research. The organisation of these departmental areas is governed by each Department's Regulation. The establishment, modification and closure of a departmental area is decided by the Academic Senate acting on the proposal of the relevant Department.
3. The establishment of a Department is decided by the Academic Senate and approved by the Board of Governors on the basis of a teaching and research project proposed by at least 35 professors as well as tenured researchers and researchers on fixed-term contracts as per Article 24 (3) (b) of Law 240/2010, who agree to transfer to the Department being established. In each Department there must be at least one undergraduate degree course and one Master's degree course, or one integrated Master's degree course (combining an undergraduate degree and a Master's degree). The Department is also responsible for the management of or participation in at least one research doctorate course.
4. In the event of a reduction in teaching staff in a Department to below the level of 35 people, the Academic Senate assesses the measures to be adopted in order to ensure that the Department



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can carry out its teaching and research work fittingly. If after two years, despite the adoption of such measures, the Academic Senate ascertains that the situation has not improved, it proposes the closure of the Department to the Board of Governors. The deed of closure includes the measures to be adopted regarding the degree and doctoral courses held at the Department and the transfer of professors and researchers to other Departments and Centres at the University.

ARTICLE 25 – DEPARTMENTS BODIES

1. The Director, the Council and the Executive Committee are Department bodies.
2. The Director coordinates the teaching and research policies of the Department and works for their implementation. He or she represents the Department, presides over the Department Council and the Executive Committee and is responsible for carrying out their decisions. He or she is elected from among the full professors who are members of the Department Council and is appointed by Rector's decree. His or her mandate lasts for three years and he or she can be re-elected once only.
3. The following people are members of the Council: professors, tenured researchers, researchers on fixed-term contracts as per Article 24 (3) (b) of Law 240/2010 belonging to the Department as well as representatives of students, PhD students and research fellows as per Article 22 of Law 240/2010, and researchers on fixed contracts as per Article 24 (3) (a) of Law 240/2010, where present and in accordance with the procedures defined in the Department Regulation. This Regulation may include further forms of participation and representation in accordance with the provisions of the General Regulation of the University.
4. The Council:
 - a) submits to the Academic Senate a proposal for a multiyear Department strategic plan containing the actions to be carried out in the field of teaching and research and in relations with the outside world, drawn up on the basis of the general criteria and the constraints defined by the Academic Senate;
 - b) formulates for the Academic Senate proposals for the recruitment and career development of professors and researchers that are consistent with its own multiyear strategic plan;
 - c) takes decisions regarding course provision and the teaching programme;
 - d) carries out other roles assigned to it by the Department Regulation and takes decisions regarding any subject that the Director submits to it.
5. The composition of the Executive Committee and, taking into account the powers of the Council as per paragraph 4 (a) (b) and c), the functions of the Department bodies are governed by the Department Regulation in accordance with the General Regulation and the other University Regulations.

SECOND SECTION – CENTRES

ARTICLE 26 – NATURE AND ESTABLISHMENT OF THE CENTRES

1. The University may establish academic structures called Centres in order to achieve the following objectives:
 - a) the implementation of new initiatives based on a systematic teaching and research project in academic areas that are different from those of the existing Departments;
 - b) the development of cross-discipline teaching and research projects which require the involvement of two or more departments;
 - c) the development of teaching and research projects of national or international importance which require cooperation between the University and other Italian or foreign universities or research centres.
2. In order to achieve the objectives as per paragraph 1 (a) (b) and (c), and with the approval of the Departments involved, each Centre runs at least one undergraduate degree or Master's degree or integrated Master's degree (combining an undergraduate degree and a Master's degree). In addition the Centre is responsible for the management of or participation in at least one research doctorate course.



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3. The establishment of a Centre is proposed by one or more Departments or, with regard to the initiatives as per paragraph 1 (a) above, by the Rector. The establishment or the extension of a Centre is decided by the Academic Senate and approved by the Board of Governors.
4. The professors and researchers who intend to work for a Centre present a motivated request to the Academic Senate which takes a decision after consultation with the Centre concerned. For the Centres as per paragraph 1 (a) above, working for a Centre is incompatible with working for a Department. In the other cases professors and researchers can work for both a Department and a Centre. For professors who work for both a Department and a Centre, the Department Regulation may define rules and procedures for voting within the collegiate bodies.
5. Centres exist for six years and, subject to a positive evaluation of the results achieved in the teaching and research fields, this period may be extended.
6. The closure of a Centre is proposed by the Academic Senate and approved by the Board of Governors; the deed of closure includes the measures to be adopted in relation to degree and PhD courses held at the Centre and for the assignment to other Departments and Centres of the professors and researchers working exclusively for the Centre facing closure

ARTICLE 27 – CENTRE BODIES

1. The Director, the Council and any Executive Committee are bodies of the Centre.
2. The Director coordinates the teaching and research policies of the Centre and works for their implementation; he or she represents the Centre, presides over and is responsible for the implementation of the decisions of the Council and of the Executive Committee if one is established. The Director is designated by the Academic Senate from among full-time full professors; his or her mandate lasts for three years and is renewable.
3. The following people are part of the Council: professors, tenured researchers, researchers on fixed-term contracts as per Article 24 (3) (b) of Law 240/2010 working for the Centre, as well as representatives of students, of doctoral students and of research fellows as per Article 22 of Law 240/2010 and of researchers on fixed-term contracts as per Article 24 (3) (a) of Law 240/2010, if present, in accordance with the procedures defined by the Centre Regulation. This Regulation may also include further forms of participation and representation following the provisions of the General Regulation of the University.
4. The Council:
 - a) submits to the Academic Senate a proposal for a multiyear Centre strategic plan containing the actions to be carried out in the field of teaching and research and in relations with the outside world, drawn up on the basis of the general criteria and the constraints defined by the Academic Senate. For Centres as per Article 26 (1) (b) and (c) the Academic Senate takes a decision after consulting the Departments which contributed to the establishment of the Centre;
 - b) formulates for the Academic Senate proposals for the recruitment and career development of professors and researchers, consistent with its own multiyear strategic plan. For Centres as per Article 26 (1) (b) and (c) the appointment is accompanied by an opinion regarding the qualifications and experience of the candidate expressed by the Department for which the candidate will work;
 - c) takes decisions regarding course provision and the teaching programme.
5. In the event that there are less than three full professors working for the Centre as per Article 26 (1) (a), the Academic Senate appoints a Regulatory Committee made up of three full professors who take on the work of the Council. Professors and researchers working for the Centre or who are later recruited to the Centre are assigned to the Regulatory Committee. The Regulatory Committee ceases to exist when at least three full professors are working for the Centre.
6. The composition of the Executive Committee, where established and save for the powers of the Council as per paragraph 4 (a) (b) and (c), and the functions of the Centre bodies are governed by the Centre Regulation in accordance with the General Regulation of the University and all other University regulations.

THIRD SECTION – OTHER ACADEMIC ENTITIES



ARTICLE 28 – DOCTORAL SCHOOLS

1. The establishment of Doctoral Schools, proposed by one or more Departments or Centres, is decided by the Academic Senate and approved by the Board of Governors.
2. The organisation and functioning of the Doctoral Schools are governed by a specific Regulation

ARTICLE 29 – JOINT AND CONSULTING BODIES

1. In order to rationalise the organisation of activities of common interest, the Academic Senate acting on its own initiative and on the proposal of the Departments and Centres can establish joint bodies aimed at connecting departments and centres in specific fields and in particular in teaching and in shared services.
2. The General Regulation of the University can include the establishment of consulting bodies, whether elective or not, which represent interests, requirements or specific categories such as the Council for technicians and administrative staff or the Council for researchers on fixed term contracts, doctoral students and research fellows as per Article 22 of Law 240/2010.
3. Bodies required by the national laws in force are also established by the University, such as the Equal Opportunities Committee as per Law no. 183/2010.
4. The organisation and the functioning of the joint and consulting bodies are governed by the General Regulation of the University.

FOURTH SECTION – ORGANISATIONAL PRINCIPLES AND AUTONOMY

ARTICLE 30 – STRATEGY AND PLANNING AUTONOMY

1. The multiyear strategic plan defines, over a period of at least three years, the aims for the improvement and the priorities of the University, and identifies in particular for each macro academic area and each Department and Centre:
 - a) the course provision defined on the basis of elements characterising the educational demand, with an indication of the number of estimated potential students and the specific characteristics of the graduates and research doctors;
 - b) the focus of the research areas, considered on the basis of their impact in terms of scientific production, of the necessary investment to increase the research potential and the ability to find resources autonomously;
 - c) the planning policies for staffing, recruitment and career development;
 - d) the effects of knowledge transfer on the socio-economic situation.The plan includes the procedures for the monitoring, evaluation and verification of the extent to which the individual objectives have been attained.
2. Within a year of the start of his or her mandate the Rector proposes the first multiyear strategic plan to the Board of Governors.

ARTICLE 31 – REGULATORY AUTONOMY

1. As part of its autonomy, in order to regulate the institutional activities aimed at the achievement of the objectives as per Article 2 of this Charter, the University adopts internal regulations by Rector's decree.
2. The General Regulation of the University, approved by the absolute majority of the Board of Governors acting on the proposal of the Academic Senate, governs the establishment, the electoral procedure and the functioning of the central bodies, the general provisions regarding the organisation of the Departments and Centres and of the joint and consulting bodies, and the convening of and participation in University bodies.
3. The Teaching Regulation of the University, approved by the absolute majority of the Academic Senate, governs the organisation of the degree courses and the general principles of the organisation of teaching.
4. The Regulation for Finance and Accounting of the University, approved by the absolute majority of the Board of Governors, governs the criteria for the financial, economic and assets management of the University and its monitoring systems. The University adopts the economic and assets



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accounting system as its reference accounting system and the instruments of the cost and managerial accounting system for the purposes of having a thorough overview of the costs and revenue of the University and of the use of its economic and financial resources and its assets.

5. The Regulations for the Departments and Centres are approved by the absolute majority of the Academic Senate, acting on the proposal of the Councils of the Departments and Centres.
6. The Academic Senate approves the Regulations for teaching and research, with the favourable opinion of the Board of Governors where financial matters are concerned.
7. The Board of Governors approves the Regulations for administration and management subject to the favourable opinion of the Academic Senate where teaching and research matters are concerned.
8. The Regulations concerning professors and researchers are approved by the Board of Governors acting on the proposal of the Academic Senate and are inspired by the promotion of competence, ability and commitment through initiatives aimed at recognising the results achieved. The model for the recruitment of professors and researchers is defined by the University's regulations, guaranteeing employment procedures that are open, transparent and inspired by best practice at the international level and which give particular weight to international experience.
9. The Regulations for managerial staff, technicians, administrative staff and language teachers concerning recruitment, the attribution of managerial posts and innovative forms of the management of work relations are approved by the Board of Governors and inspired by a model based on the recognition of responsibility and merit as well as organisational flexibility, and include making use of flexible work relations and cooperation for the purposes of ensuring a quality services offer that is consistent with the changing needs of the University.

ARTICLE 32 – ORGANISATION OF OFFICES AND SERVICES

1. The organisation of the University is based on models of high managerial flexibility and is inspired by the principles of being public, transparent, simple, efficacious, efficient and with contained costs.
2. The management and services departments are organised into sections according to an overall plan proposed by the Managing Director in agreement with the Rector and approved by the Board of Governors.
3. Managerial posts are assigned by the Managing Director in accordance with the provisions of the specific regulations of the University.
4. The administrative, financial and technical management of the sections is the responsibility of the section directors who are accountable for the use of resources and for the achievement of the objectives assigned to them by the Managing Director.

FIFTH SECTION – PARTICIPATION IN AND RELATIONS WITH OTHER SUBJECTS AND INSTITUTIONS

ARTICLE 33 – PARTICIPATION IN EXTERNAL BODIES

1. In the sole interest of achieving its institutional aims and strategic objectives, the University may establish associations, bodies, foundations, companies, consortia and other public and private sector bodies as well as take part in them in accordance with the directives approved by the Board of Governors.

ARTICLE 34 – ACADEMIC SPIN-OFFS AND START-UPS

1. For the purposes of promoting the results of the research carried out at the University, the University promotes the establishment of academic spin-offs and start-ups, offering its graduates and research doctors concrete opportunities for employment and taking part in the entrepreneurial activities connected to the research carried out.
2. The academic spin-offs and start-ups are governed by specific regulations in the field of administration and management.

ARTICLE 35 – ASSETS FUND



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1. The University can establish an assets fund in the form permitted by the Italian Civil Code, for the purposes of ensuring the progressive financial autonomy of the University and of supporting particular innovative initiatives.
2. The types of assets which can be included in the fund and procedures for contributing to the fund are established by the Board of Governors with the approval of the Academic Senate.

PART IV – UNIVERSITY COMMUNITY

ARTICLE 36 – UNIVERSITY COMMUNITY

1. The following people are members of the University Community:
 - a) professors, researchers, doctoral students, research fellows, managerial staff, technicians, administrative staff, language teachers and all those who work, even for a limited period, for the pursuit of the University's aims;
 - b) students;
 - c) members of the central bodies of the University.
2. The University works for the removal of any obstacles that prevent any member of the University community from access to equal opportunities. The University Regulations take account of these aims within their specific fields.

ARTICLE 37 – CODE OF ETHICS

1. The University adopts its own Code of Ethics, which defines the behaviour expected for all the members of the University Community and which dictates the rules of behaviour within the Community and toward the outside world. The rules of the Code of Ethics are aimed at avoiding any kind of discrimination and abuse, including concerning intellectual property and cases of a conflict of interest.
2. It also regulates the procedures for ascertaining violations, with respect for the principle of debate and on the basis of an independent assessment, and the sanctions which can be applied, save for the possibility of asking for disciplinary proceedings to be opened; these sanctions are governed by the Code of Ethics in accordance with the principles of proportionality and peremptoriness, and consist of:
 - a) a written warning;
 - b) a written warning with notification to the University Community;
 - c) a written warning with notification to the University Community and with temporary exclusion from access to University research funds.
3. Regarding violations of the Code of Ethics, the Academic Senate takes a decision, acting on the proposal of the Rector, save for the provisions of Article 20 and wherever the details of the wrongdoing are not included.
4. The Code of Ethics is approved by the Academic Senate and enacted by Rector's decree.

ARTICLE 38 – JOINT COMMITTEE FOR THE RIGHT TO STUDY AND THE ADVANCEMENT OF MERIT

1. The Joint Committee for the right to study and the advancement of merit:
 - a) is obliged to give its opinion to the Academic Senate as regards the level of student fees, policies for the advancement of merit and measures for the right to study;
 - b) makes proposals to the Academic Senate regarding international mobility and student services;
 - c) monitors the initiatives that are implemented.
2. The Joint Committee is composed of four professors chosen by the Rector who also chooses their President from among their number, of four student representatives and of the Managing Director or his or her delegate.
3. The Joint Committee is appointed by the Rector and its mandate lasts for two academic years.

ARTICLE 39 – THE RIGHT TO STUDY AND STUDENTS SERVICES



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1. The University adopts specific measures aimed at the full achievement of the right to study, including through support for international mobility, periodically checking the efficacy and promoting progressive improvement.
2. The services offered and measures taken for the right to study are mainly aimed on a selective basis at capable and merit-worthy students, and in particular at students in financial difficulties.
3. The University:
 - a) promotes initiatives which increase the amount of accommodation available to its students;
 - b) supports initiatives such as career guidance for students and work placements for graduates and research doctors;
 - c) maintains relations with alumni and alumnae and takes advantage of their experience in order to help current students;
4. supports and implements, also in cooperation with other bodies, sports facilities for the University Community and promotes cultural and social activities.

ARTICLE 40 – STUDENT EMPLOYMENT AT THE UNIVERSITY

1. The University encourages students and doctoral students to work part-time at the University in order to promote broad participation in University life.
2. In accordance with the relevant regulations and keeping to the maximum number of hours that trainees are allowed to work, the University encourages students to work for the services and activities run by the Departments and Centres.

PART V – FINAL AND TEMPORARY PROVISIONS

ARTICLE 41 – MODIFICATION TO THE CHARTER

1. The initiative to revise the Charter is taken by the Board of Governors or by the Academic Senate with the absolute majority of their members, or by the Council of Directors with a two-thirds majority of its members through the presentation of a project drawn up in articles. Where the initiative for the revision of the Charter is taken by the Board of Governors or by the Academic Senate, the Council of Directors expresses an opinion on the proposal presented.
2. The proposal to revise the Charter is approved with any modifications considered necessary, with a majority of two-thirds of those eligible to vote, by the Board of Governors and the Academic Senate meeting in a joint session presided over by the Rector.

ARTICLE 42 – ENACTMENT, PUBLICATION AND COMING INTO FORCE OF THE CHARTER

1. The Charter is enacted by Rector's decree and published on the website of the University, coming into force fifteen days later.
2. At the same time it is sent to the competent offices for publication on the Official Gazette of the Republic of Italy and on the Official Bulletin of the Autonomous Region of Trentino-South Tyrol.

ARTICLE 43 – SUCCESSION OF THE BODIES AND THEIR POWERS

1. The Rector remains incumbent until the expiry of his or her mandate
2. The Board of Governors, the Academic Senate, the Evaluation Unit, the Board of Auditors and the Council of Students remain incumbent until the establishment of new corresponding bodies.
3. The Committee for Scientific Research ceases to exist with the establishment of new Departments and from that moment its role is taken over by the incumbent Academic Senate.

ARTICLE 44 – PROCEDURE FOR THE ESTABLISHMENT OF THE NEW BOARD OF GOVERNORS

1. When the Charter comes into force, the Rector invites the competent Minister to designate the member he or she is competent to appoint, taking into account the requirements as per Article 8 (3).
2. Within ten days of the coming into force of the Charter the Committee for the Appointment of Governors is established through the appointment of its members agreed between the Autonomous Province of Trento and the incumbent Academic Senate.



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3. Within two weeks of the establishment of the Committee for the Appointment of Governors, the Rector, in accordance with Article 8 (2) (c), gives to the Committee the names of the six candidates to sit on the Board of Governors; the first time half are selected by the Academic Senate and half by the Committee for Scientific Research.
4. By the same deadline the Autonomous Province of Trento gives the Committee the names of its candidates to sit on the Board of Governors in accordance with Article 8 (2) (b).
5. The Committee for the Appointment of Governors gives its opinion within ten days of receiving the names of the candidates in accordance with paragraphs 3 and 4.
6. When the Committee gives its opinion in favour, the Autonomous Province of Trento establishes the Board of Governors. In order to ensure staggered expiry dates for the mandates of the Governors in accordance with Article 8 (4), the duration of the mandates for the three Governors appointed as per paragraph 3 and the three Governors appointed as per paragraph 4 is of two, four or six years.

ARTICLE 45 – PROCEDURES FOR THE ELECTION OF THE RECTOR AND THE ACADEMIC SENATE

1. Within twenty days of the appointment of the Board of Governors, the President establishes the Committee for Candidates for the Rectorship.
2. Within six months of the establishment of the Committee as per the preceding paragraph the election of the Rector is held and immediately after that the election of the elected members of the Academic Senate is held.
3. Immediately after the election of the elected members of the Academic Senate, the Rector elected indicates the three professors of his or her choice and establishes the Academic Senate.
4. The new Academic Senate starts work as soon as the elected Rector takes up his or her post.

ARTICLE 46 – DEPARTMENTS, CENTRES AND FACULTIES

1. Until new departments and centres are established, the Departments, Centres and Faculties in existence at the University when this Charter comes into force maintain their role and their bodies. The Rector's decree establishing new departments and centres specifies the procedures for closing the previous ones and for transferring their powers to the new bodies.
2. In particular:
 - a) the Directors of the Departments and those who are appointed to substitute them stay in their post even in prorogation up until the closure of their department;
 - b) the Deans of the Faculties and those who are appointed to substitute them stay in their post even in prorogation up until the closure of their faculty, maintaining their post as members of the Academic Senate until the new Academic Senate comes into being.
3. Within five days of the coming into force of the Charter the Rector proposes the list of the Centres to be established and their type according to the provisions of Article 26 (1).
4. Within ten days of the coming into force of the Charter, groups of at least 35 tenured professors and researchers as well as researchers on fixed-term contracts as per Article 24 (3) (b) of Law 240/2010 can present the Rector with proposals to establish Departments, also indicating if they will be working for the Centres as per Article 26 (1) (b) and (c) which were proposed by the Rector.
5. Within twenty days of the coming into force of this Charter, a Committee composed of the Rector, three Faculty Deans indicated by the Academic Senate and three Department Directors indicated by the Committee for Scientific Research decides the list of the new Departments and Centres.
6. Within two weeks of the date of approval of the list of Departments and Centres, each professor and researcher at the University must present a request to work for a Department and any further request, at the same time, to work for a Centre as well, in accordance with Article 26 (1) (b) and (c), or present a request to work for a Centre, in accordance with Article 26 (1) (a).
7. Two weeks after the deadline fixed for the request to be made, the Committee as per paragraph 5 decides the establishment of the new academic departments and centres, approving the relative lists of professors and researchers working there and attributes responsibility for the degree courses already being offered at the University.

ARTICLE 46 – TEMPORARY DEFINITION OF A CONFLICT OF INTEREST

1. Pending the approval of the Code of Ethics of the University, by conflict of interest is meant a situation in which the interest of the person, their husband/wife, relatives and kin up to the fourth



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grade of kinship as understood under Italian law, clashes in an enduring and substantial way with the interest, and not solely economic interest, of the University.