

## MEETING MINUTES no. 1 of 07.03.2022

On 07.03.2022 at 11.00 a.m., the members of the Selection Board participated in the online meeting to carry out their collegial work. The members of the Selection Board are:

- Prof. Dr. **Alessio Papini**, *professore ordinario at Università degli Studi di Firenze;*
- Prof. Dr. **Stefan Zerbe**, *professore ordinario at Libera Università di Bolzano;*
- Prof. Dr. **Uwe Karsten Simon**, *Professor at Universität Graz;*

The Selection Board was appointed in accordance with the Rector's Decree of 25.01.2022, no. 103 in order to determine the selection methods and criteria for the comparative evaluation of the candidates.

The Selection Board confirms that no actions of challenging one or more members have been brought before the Rector in relation to this on-going public selection procedure. The Selection Board is therefore fully qualified to carry out their tasks, as set out in the announcement of this procedure.

The Selection Board elected the President, Prof. Dr. Stefan Zerbe, and the minute Secretary, Prof. Dr. Alessio Papini.

Each member of the Selection Board certified that they have no degree of kinship, up and including 4<sup>th</sup> grade, with the other members of the Selection Board (pursuant to art.5, para. 2, D.lgs. no. 1172 of 7 May 1948). They furthermore confirmed that there are no reasons that may lead to the withdrawal or resignation of any of the Board's members, in accordance with art.51, Code of Civil Procedure, as reported below:

A judge must abstain if:

1. he has a conflict of interest with the case or similar cases;
2. he or his spouse has a degree of kinship, up and including 4<sup>th</sup> degree or if s/he habitually dines or co-habits with any of the parties involved or their legal representatives;
3. he or his spouse has a pending case against any of the parties or has serious enmity or claims credit or owns something to any of the parties involved or their legal representative;
4. he offered legal advice or services in relation to this case, or if he or she gave testimony or acted as magistrate or arbitrator at a different level or if she or he worked as technical consultant for this case;
5. he has been appointed as guardian, support administrator, representative, agent or employer of any of the parties involved; and if she or he is the director or manager of an institution, association (be it not officially recognised), committee of a company or establishment that has an interest in this case.

In any other case in which there is a clear conflict of interest, the judge can ask the appointing Officer to withdraw; if it is the President who must withdraw, the judge's request must be address to the highest appointed Officer.

The Selection Board accepted that selection procedure cannot last more than three months from the date of the appointment by the Rector's Decree.

The Selection Board accepted that, pursuant to art. 9, par. 7 of the announcement of this procedure, this comparative selection aims to draw up a ranking list of the most qualified and deserving candidates on the basis of their scientific publications, Curriculum Vitae, previous teaching experience, the ability to hold a seminar and their language skills regarding the languages set out in art. 1 of the announcement.

In accordance with the Rector's Decree regarding this public selection procedure and its regulating documents, the Selection Board determined the following selection methods and criteria to evaluate the candidates' overall academic activity:

- coherence of the candidate's overall activity with the scientific sector of this procedure or with an interdisciplinary but related outlook;
- organisation, management and coordination of national and international research groups or participation in them;
- acquisition of third-party research funds;
- having held contracts with other national and international universities, institutions, research centres;
- having carried out research projects in other public and private Italian or foreign institutions;
- organisation, management and coordination of teaching and scientific activities at national and international level;
- talks given at national and international conferences;
- being the editor-in-chief of journals, research series, encyclopaedias and treaties;
- being member of any editorial board of journals, research series, encyclopaedias and treaties;
- being member of any relevant sector association;
- relevant honours and awards obtained in relation to the scientific activity carried out;
- national and international recognition within the relevant scientific sector, also demonstrated by official invitations to give talks at national and international conferences or published articles of international visibility;
- any other qualification or activity that may be relevant to the candidate's full evaluation.

The evaluation of the scientific publications will be carried out according to the following criteria:

- originality, methodological rigour and scientific relevance of the publications;
- coherence with the scientific sector involved in the selection procedure or with an interdisciplinary but related outlook;
- scientific and editorial relevance as well as circulation within the scientific community;
- intensity and temporal continuity of the candidate's scientific production by also taking into account their development within and knowledge of the specific disciplinary sector, except for those periods (duly documented) in which the candidate voluntarily asked for a leave period, especially if it is a parental leave.

In order to evaluate the candidates' scientific publications, the Selection Board will also apply, where possible, the following parameters relating to the disciplinary relevant sector at national and international level:

- 1) publications on journals indexed in Scopus databank and taking into account the international scientometric indicators relating to each candidate.

As for co-authored publications, in order to clearly determine the individual contribution of each co-author and particularly of the candidate under evaluation that may have worked in collaboration with any of the members of the Selection Board or other parties, the following criteria will be applied:

- author's name order: guide, writer, coordinator;
- coherence with the candidate's scientific activity;
- notes on the publication referring to each author's specific contribution.

Furthermore, in order to evaluate each candidate's teaching activities, supplementary teaching activities and student tutoring, the Selection Board will take into account the following criteria:

- characteristics and quality of each candidate's university teaching activities during official courses (teaching load, number of contracts obtained and substitute teaching) in Italian and foreign universities and pertaining to scientific disciplinary sector;

- characteristics and quality of each candidate's university teaching activity (e.g. post-graduate courses, PhD, specialisations) in Italian and foreign universities and pertaining to the relevant scientific disciplinary sector;
- characteristics and quality of each candidate's other teaching activities with scientific and cultural popularisation aims, which relate to the relevant scientific disciplinary sector;
- management of initiatives with educational purposes;
- the candidate's experience as member of examining boards;
- the candidate's experience in offering seminars and tutoring activities to students, including supervising students at Bachelor, Master and PhD level pertaining to the relevant scientific disciplinary sector.

As for the seminar each candidate will be asked to hold, its maximum duration will be 45 minutes (5 minutes in German, 40 minutes in Italian or English), and the following criteria will be considered:

- teaching clarity and effectiveness;
- ability to fully explain the subject and ability to use adequate terminology;
- ability to frame and exhaustively explain the subject and related themes;
- ability to provide an up-to-date insight into the subject;
- ability to offer a technical and scientifically sound explanation;
- teaching effectiveness;
- argumentative ability;
- knowledge and mastering of relevant literature;
- ability to constructively and clearly respond to questions.

The seminar will be held in German, as well as in Italian or English and will cover the following subject:

**"How can modern teaching of biology meet the challenges of current environmental problems and their solutions?"**

As for the language skills, the candidates must have an excellent knowledge of German (native speaker level: by this is meant the level of linguistic knowledge possessed by Italian or foreign citizens who, due to their family background or linguistic background, have the ability to express themselves naturally in that language) and a very good knowledge of Italian or English.

The excellent knowledge of German and very good knowledge of Italian or English will be tested during the seminar.

Each candidate's language skills will be evaluated according to the following criteria:

- ability to fluently present and discuss the subject of the seminar;
- ability to use specific and technical terminology related to the relevant disciplinary sector of the announcement.

In accordance with the announcement for this public selection procedure, the maximum number of publications to be submitted is 12.

All the aforementioned criteria will be notified to the head of the procedure, who will publish them at: <https://www.unibz.it/it/home/position-calls/positions-for-academic-staff/5539-allgemeine-botanik-botanica-generale?group=61>

After seven days from the date of the publication of the evaluation methods and criteria, the Selection Board can start evaluating the candidates. The Board's evaluations of each candidate's publications, curriculum and teaching activity will result from collegial evaluations by the members of the Selection Board.

After this preliminary evaluation, the candidates will be invited to hold a seminar. The members of the Selection Board will give collegial evaluations of each candidate's teaching performance and language competences.

Once the comparative evaluation procedure has come to an end, the Selection Board will approve their reasoned decision by absolute majority taking into account the collegial evaluations of each candidate's scientific publications, curriculum vitae, teaching activities, teaching performance and language competences. The Selection Board will provide a ranking list of the best and comparatively most deserving candidates.

After having established the evaluation methods and criteria, the Selection Board sets the dates for each candidate's seminar on the basis of the number of candidates on the list forwarded to them by the Academic Personnel Office.

<b>CANDIDATE</b>	<b>TEACHING TEST (date and time)</b>
Candidate no. 1	11.04.2022, h. 14:00

The Selection Board ended its work at 12:00 and decided to meet again on 22.03.2022 at 12:00 in an online meeting to carry out their collegial work.

Berlin, Graz, Florence, 07.03.2022

Read, approved and duly signed.

The Selection Board:

Prof. Dr. Alessio Papini

Prof. Dr. Stefan Zerbe

Prof. Dr. Uwe Karsten Simon