

REGULATIONS FOR TEACHING AND RESEARCH STAFF

CHAPTER I

Article 1 General provisions

1. These Regulations (hereafter the “TRS Regulations”) of the Graduate Institute of International and Development Studies (hereafter the “Institute”) apply to all teaching and research staff members (hereafter “TRS”) within the meaning of Article 2 of these TRS Regulations.
2. Upon their hiring, all TRS members who are subject to these Regulations (hereafter “TRS Members”) will receive a copy of:
 - the TRS Regulations;
 - all related rules and regulations, directives and codes;
 - the Internal Regulations;
 - the Organisation Regulations; and
 - any other rules and regulations issued by the Institute and applicable to TRS Members.

The aforesaid rules and regulations, directives and codes, together with any other applicable rules, stipulate the rights and obligations in connection with the employment contract referred to in Article 1(4) of these TRS Regulations.

3. Amendments to the TRS Regulations are notified by registered letter or by a letter remitted personally to each TRS Member concerned.

Unless the TRS Member notifies an objection in writing to the Director of the Institute (hereafter the “Director”) within 15 days of receipt of the letter, the amendment is deemed accepted and, save any provision to the contrary, is applied to the TRS Member from the time of such acceptance.

In the event of a written objection, and unless the parties can resolve the objection by mutual agreement, the TRS Regulations continue to apply to the objecting TRS Member in their previous wording until the end of the Member’s existing employment contract.

4. The hiring and contract renewal of TRS Members are regulated in an employment contract governed by the TRS Regulations and the mandatory provisions of Title Ten of the Swiss Code of Obligations.

The employment contract is signed by the Director, a second person empowered to commit the Foundation for the Graduate Institute of International and Development Studies (hereafter the “Foundation”), and by the TRS Member concerned.

5. Any powers granted to the Director pursuant to the TRS Regulations may be exercised by another person who has been accordingly empowered by the Director.

6. The Institute takes all appropriate action to:
 - a) foster the conditions enabling faculty members to work in an atmosphere of tolerance and mutual respect, free from any direct or indirect discrimination based on any personal characteristic such as origin, gender, sexual orientation, disability or physical trait, religious or political beliefs, specifically as provided in the Code of Conduct;
 - b) implement equality between genders in practice;
 - c) guarantee academic freedom.
7. In case of discrepancy, the provisions of these TRS Regulations take precedence over the Appointment and Hiring Regulations and the Renewal and Promotion Regulations.

Article 2 Teaching and research staff composition

1. The TRS Members are:
 - a) the members of the *Collège des professeur·e·s*;
 - b) the teaching and research collaborators;
 - c) the honorary professors;
 - d) the visiting lecturers, professors and fellows;
 - e) the senior distinguished fellows.

Unless otherwise stated, the term “TRS Member(s)” covers all the above-mentioned categories.
2. The members of the *Collège des professeur·e·s*, who alone are entitled to sit on the Board, are:
 - a) full professors;
 - b) associate professors;
 - c) assistant professors;
 - e) research professors;
 - e) professors of practice;
 - f) *professeur·e·s titulaires*.
3. The teaching and research collaborators (hereafter the “Collaborators”) are:
 - a) adjunct professors;
 - b) senior lecturers;
 - c) lecturers;
 - d) research fellows;

- e) PhD students with a teaching assistant contract;
- f) PhD students with a research assistant contract.

Article 3 Reporting relationships

TRS Members report to the Director and, depending on their functions, to the Head of the study programme or department, observing the principles of academic freedom.

Article 4 Scope of activity

1. The members of the *Collège des professeur·e·s* share their time between teaching, supervising master's dissertations, PhD theses and other works, research work and the administrative duties related to their functions.
2. Collaborators are issued terms of reference specifying their duties from among those referred to in the preceding paragraph.
3. The activities of TRS Members, and notably their teaching and research activities, are subject to reviews conducted on an individual basis as well as on a collective basis (at the level of the department, Interdisciplinary Study Programme, centre, executive education, etc.).

Article 5 Terms of reference

1. The Institute operates all year round, without interruption. Accordingly, TRS Members assume their academic and administrative duties during the whole year.
2. Specific terms of reference prepared by the Director for every teaching and research category are appended to each employment contract.
3. In the case of Collaborators, the Institute reserves the right to adapt their terms of reference at any time during the term of their employment in line with study programme requirements *inter alia* (Article 4 of the TRS Regulations).

Article 6 Ancillary activities of TRS Members

1. Ancillary activities ("Ancillary Activities") means activities performed by a TRS Member outside the scope of their terms of reference on behalf of a third party or for their own account and against remuneration.
2. Ancillary Activities must be in keeping with the academic competencies of the TRS Member concerned and must reflect positively on the Institute. On no account shall such Activities hinder the performance of the TRS Member's duties or jeopardise the legitimate interests of the Institute.
3. The rules governing the Ancillary Activities of TRS Members are set out in a directive adopted by the Foundation Board on the recommendation of the *Collège des professeur·e·s*.
4. The total Ancillary Activities carried out by a TRS Member employed on a full-time basis may not exceed 20% of their average annual academic work rate.

5. The Director may ask full-time TRS Members whose Ancillary Activities encroach excessively on their academic work to reduce their work rate.
6. Institute infrastructure may not be used for the purpose of Ancillary Activities without the Director's prior consent. In this case, subject to any exemption granted by the Institute for unremunerated activities, the Institute may bill the related costs to the TRS Member.

Article 7 Duties of TRS Members

1. TRS Members undertake to diligently perform all their tasks and duties and to contribute to collective activities.
2. TRS Members are bound to loyal conduct towards the Institute. This includes the duty of confidentiality and, in particular, the duty to safeguard the confidentiality of, and not disclose to third parties, any documents or information of a confidential nature or containing personal data.
3. TRS Members undertake to comply at all times with the ethical and moral obligations incumbent upon them pursuant to the regulatory documents, notably those referred to in Article 1(2) of these TRS Regulations, governing the rights and obligations of the different Institute communities.

CHAPTER II

Teaching and research staff categories

A. Members of the *Collège des professeur·e·s*

Article 8 Full professors (*Professeur·e·s ordinaires*)

1. Full professors are responsible for teaching, supervising master's dissertations, PhD theses and other works, and research and administrative tasks assigned to them which they must perform in compliance with the TRS Regulations.
2. The status of full professor is tenure-related. Accordingly, the appointment is automatically renewed until 1) retirement age as defined in Article 30; 2) voluntary departure from the Institute as defined in Article 32; or 3) departure following, as the case may be, a) dismissal in accordance with Article 33, or b) the establishment of shortcomings as defined in the Renewal and Promotion Regulations.

The Renewal and Promotion Regulations apply in all other respects.

3. Full professors are hired for fixed terms of no more than seven years save special grounds (age limit, for example); their term is renewable in accordance with the provisions of the Renewal and Promotion Regulations.
4. A full professorship corresponds to a work rate of at least 50% of a full-time position.
5. Full professors are members of the *Collège des professeur·e·s* and the *Collège des enseignant·e·s* and attend department meetings. They vote on all decisions pertaining to the appointment, renewal, and promotion of TRS Members at Interdisciplinary Study Programme, department and *Collège des professeur·e·s* level.

6. Upon retirement, full professors are entitled to use the title “Professor Emeritus” or “Professor Emerita” of the Institute in their academic and public activities.

Professors Emeriti and Emeritae are not TRS Members.

On the basis of the directive adopted by the Foundation Board on the recommendation of the *Collège des professeur·e·s*, the Institute may resolve to grant certain rights and advantages at its discretion to Professors Emeriti and Emeritae.

Article 9 Associate professors (*Professeur·e·s adjoint·e·s*)

1. Associate professors are responsible for teaching, supervising master’s dissertations, PhD theses and other works, and research and administrative tasks assigned to them which they must perform in compliance with the TRS Regulations.
2. The status of associate professor is tenure-based. Accordingly, the appointment is automatically renewed until 1) retirement age as defined in Article 30; 2) voluntary departure from the Institute as defined in Article 32; or 3) departure following, as the case may be, a) dismissal in accordance with Article 33 or b) the establishment of shortcomings as defined in the Renewal and Promotion Regulations.

The Renewal and Promotion Regulations apply in all other respects.

3. Associate professors are hired for fixed terms of no more than seven years save special grounds (age limit, for example); their term is renewable in accordance with the provisions of the Renewal and Promotion Regulations.
4. Associate professors may apply for promotion to full professor following the procedure defined in the Renewal and Promotion Regulations; if they are not promoted, they may subsequently (re-)apply for promotion to full professor in accordance with the provisions of the Renewal and Promotion Regulations.
5. An associate professorship corresponds to a work rate of at least 50% of a full-time position.
6. Associate professors are members of the *Collège des professeur·e·s* and the *Collège des enseignant·e·s* and attend department meetings. They vote on all decisions pertaining to the appointment, renewal, and promotion of TRS Members at Interdisciplinary Study Programme, department and *Collège des professeur·e·s* level.

Article 10 Assistant professors (*Professeur·e·s assistant·e·s*)

1. Assistant professors are responsible for teaching, supervising master’s dissertations, PhD theses and other works, and research and administrative tasks assigned to them which they must perform in compliance with the TRS Regulations.
2. Assistant professors are hired for an initial fixed term of no more than three years; their appointment may be renewed once for a second fixed term of no more than four years during which they may submit their application for promotion to associate professorship in accordance with the Renewal and Promotion Regulations. If they are not promoted, their contract with the Institute will not be renewed for any further terms.

In the event of maternity leave or long-term illness or accident leave, or in any other exceptional circumstances validated by the Foundation Board and accepted by the Director, the term of appointment is extended as provided in the Renewal and Promotion Regulations.

3. Assistant professors work full time.
4. Assistant professors attend the meetings of the *Collège des professeur·e·s* and *Collège des enseignant·e·s* but do not vote on appointments, renewals, and promotions to the ranks of associate professor and full professor, either at department or at *Collège des professeur·e·s* level; notwithstanding, they may vote on appointments, renewals, and promotions of research collaborators.

Article 11 Research professors (*Professeur·e·s de recherche*)

1. Research professors are academics with multi-year external funding who work in one of the specialty fields of the Institute and devote most of their time to their research project.
2. Their terms of reference include at least one semestrial course per year and supervising master's dissertations, PhD theses and other works as supervisor or co-supervisor, all of which they must perform in compliance with the TRS Regulations and Article 7 in particular.
3. Research professors are employed for a term not exceeding five years; their contract may be extended for an additional one or two years provided the initial external funding is also extended.
4. Research professors work at least 50% of a full-time position.
5. Research professors may use the title defined in the Directive on Project-Funded Researchers.
6. Research professors attend the meetings of the *Collège des professeur·e·s* and *Collège des enseignant·e·s* but do not vote on appointments, renewals and promotions to the ranks of associate professor and full professor either at department or at *Collège des professeur·e·s* level; notwithstanding, they may vote on appointments, renewals and promotions concerning other TRS Members at Interdisciplinary Study Programme, department and *Collège des professeur·e·s* level.

Article 12 Professors of practice (*Professeur·e·s de pratique*)

1. Professors of practice are academics with substantial professional experience and proven teaching skills: the Institute hires them by invitation for their competencies. Their academic file is assessed in the light of their experience and the quality of the expertise they bring.
2. Their terms of reference include at least one semestrial course per year and supervising master's dissertations, PhD theses and other works as co-supervisor or second reader; they must perform these duties in compliance with the TRS Regulations and Article 7 in particular.

To qualify for supervising theses, a professor of practice must hold a PhD (doctorate) and have the consent of the department to which they are attached.

3. Professors of practice are hired for an initial fixed term of no more than three years; their appointment may be renewed for successive fixed terms not exceeding three years.
4. A practice professorship corresponds to a work rate of at least 50% of a full-time position.
5. Professors of practice attend the meetings of the *Collège des professeur·e·s* and *Collège des enseignant·e·s* but do not vote on appointments, renewals, and promotions to the ranks of associate professor and full professor at the department or *Collège des professeur·e·s* level; notwithstanding, they may vote on all other appointments, renewals, and promotions of other TRS Members at Interdisciplinary Study Programme, department, and *Collège des professeur·e·s* level.

Article 13 *Professeur·e·s titulaires*

1. *Professeur·e·s titulaires* are responsible for teaching, supervising master's dissertations, PhD thesis and other works, and research and administrative tasks assigned to them which they must perform in compliance with the TRS Regulations and Article 7 in particular.
2. Their contract is renewable for fixed terms of no more than four years.
3. Their functions entail a work rate of at least 50% of a full-time position.
4. *Professeur·e·s titulaires* attend the meetings of the *Collège des professeur·e·s* and *Collège des enseignant·e·s* but do not vote on appointments, renewals and promotions of TRS Members at Interdisciplinary Study Programme, department or *Collège des professeur·e·s* level.
5. The category of *professeur·e titulaire* is no longer filled.

B. Collaborators

Article 14 Adjunct professors (*professeur·e·s associé·e·s*)

1. Adjunct professors are academics who exercise their primary academic activity at another university or research institute and are hired by the Institute by invitation for their competencies. Their academic track record is assessed in the light of their primary academic activity and the quality of the expertise they bring.
2. Their terms of reference include at least one semestrial course per year and supervising master's dissertations, PhD theses and other works as supervisor or co-supervisor, which they must do in compliance with the TRS Regulations and Article 7 in particular.
3. Adjunct professors are hired for an initial fixed period of no more than three years; their appointment may be renewed for successive fixed terms of no more than four years.
4. Adjunct professors work part-time: the position of adjunct professor corresponds to a work rate of no more than 50% of a full-time position.
5. Adjunct professors do not sit on the *Collège des professeur·e·s* but they attend the meetings of the *Collège des enseignant·e·s*. They do not vote on appointments, renewals, and promotions of TRS Members at department or Interdisciplinary Study Programme level.

Article 15 Senior lecturers (*Chargé·e·s d'enseignement et de recherche*)

1. Senior lecturers are responsible for teaching, supervising master's dissertations, PhD theses and other works as supervisor or co-supervisor, and research and administrative tasks assigned to them, which they must perform in compliance with the TRS Regulations and Article 7 in particular.
2. Senior lecturers are hired for a term not exceeding three years; their appointment may be renewed for successive fixed terms of no more than three years.
3. Senior lecturers may work full time or part time.
4. Senior lecturers attend the meetings of the *Collège des enseignant·e·s*. They do not vote on appointments, renewals, and promotions of TRS Members at department or Interdisciplinary Study Programme level.

Article 16 Lecturers (*Chargé·e·s d'enseignement*)

1. Lecturers are responsible for the teaching tasks assigned to them in the scope of a study programme or executive education course, which they must perform in compliance with the TRS Regulations and Article 7 in particular.
2. Lecturers are hired for a one-year term at the most; their appointment may be renewed for successive fixed terms of no more than three years.
3. Lecturers work part time.
4. Lecturers attend the meetings of the *Collège des enseignant·e·s*. They do not vote on appointments, renewals, and promotions of TRS Members at department or Interdisciplinary Study Programme level.

Article 17 Research fellows (*Chargé·e·s de recherche*)

1. Research fellows are post-doctoral researchers hired thanks to external multi-year funding; they devote most of their time to their research project, which they must have obtained independently.
2. Research fellows are responsible for the research, supervisory and administrative tasks entrusted to them as part of the research project funding their work, which is generally placed within the ambit of a centre of the Institute.
3. Their terms of reference may include the supervision, as supervisor or co-supervisor, of master's and PhD works in the framework of the project for which they were hired; they must perform these tasks in compliance with the TRS Regulations and Article 7 in particular.
4. Their employment contract is limited to a non-renewable fixed term of no more than four years depending on the duration of the project funding their position.

5. Research fellows may use the title defined in the *Directive on Project-Funded Researchers*.
6. Research fellows can work full time or part time.
7. Research fellows are members of the *Collège des enseignant·e·s*. They do not vote on appointments, renewals and promotions of TRS Members at department or Interdisciplinary Study Programme level.

Article 18 PhD students with a teaching assistant contract

1. PhD students with a teaching assistant contract are PhD students who perform student-tutoring activities under the guidance of one or more members of the *Collège des professeur·e·s*. This enables them to complete their PhD scientific and pedagogical training.
2. PhD students with a teaching assistant contract are as a rule hired as assistants on a part-time basis allowing them to work on their PhD thesis the rest of the time.
3. PhD students with a teaching assistant contract are not personally entitled to attend the meetings of the *Collège des enseignant·e·s* but are represented on the *Collège des enseignant·e·s* by the elected PhD representatives.

The Head of Department or the Head of the Interdisciplinary Study Programme may decide to invite a PhD student to participate in discussions of their department or of the Interdisciplinary Study Programme.

Article 19 PhD students with a research assistant contract

1. PhD students with a research assistant contract are PhD students who conduct externally funded research under the guidance of one or more members of the *Collège des professeur·e·s* or of an externally funded research fellow. This allows them to undergo their PhD scientific and pedagogical training as part of a project funded entirely by an external entity.

Only PhD students whose PhD thesis work is directly funded by an external entity are regarded as such. Therefore, PhD students who assist in research under case-by-case contractual assignments for limited durations and/or on a part-time basis by way of supplementary work that is distinct from their thesis work do not qualify as PhD students with a research assistant contract.

2. PhD students with an externally funded research assistant contract are employed as a rule on a full-time basis mainly for the purpose of finishing their project-funded thesis.
3. PhD students with a research assistant contract are not personally entitled to attend the meetings of the *Collège des enseignant·e·s* but are represented on the *Collège des enseignant·e·s* by the elected PhD representatives.

The Head of Department may decide to invite the elected representative of the PhD students with a research assistant contract to participate in discussions at department level.

4. PhD students with an externally funded research assistant contract are employed as a rule on a full-time basis mainly for the purpose of finishing their project-funded thesis.

This TRS category does not include PhD students funded by the Institute who work as research assistants for limited periods of time.

5. PhD students with a research assistant contract are not personally entitled to attend the meetings of the *Collège des enseignant·e·s* but are represented on the *Collège des enseignant·e·s* by the elected PhD representatives who sit on the *Collège des enseignant·e·s*.

Article 20 Honorary professors

1. The title of honorary professor may be conferred, for a renewable three-year term, upon a full professor at retirement (see Article 31).
2. Honorary professors are not members of the *Collège des professeur·e·s* or of the *Collège des enseignant·e·s*, and do not attend meetings of departments or study programmes. They may use the title of honorary professor in accordance with the TRS Regulations and the decision conferring the title.
3. The title of honorary professor is generally conferred in conjunction with contractual services which may include the management of a centre, teaching, and the supervision of PhD theses and master's dissertations, all of which must be performed in compliance with the TRS Regulations and Article 7 in particular.
4. At the end of their contract as honorary professors, full professors are entitled to use the title "Professor Emeritus" or "Professor Emerita" of the Institute, as the case may be, in their academic and public activities in accordance with Article 8 of the TRS Regulations.

Article 21 Visiting lecturers and visiting professors

1. The Institute may hire visiting lecturers for a limited term of one year as a rule.
2. Visiting lecturers who are full professors, associate professors or assistant professors at their own institutions may apply to the Director to use the title of visiting professor.
3. Visiting lecturers and visiting professors work part time.
4. Visiting lecturers and visiting professors are not members of the *Collège des professeur·e·s* or of the *Collège des enseignant·e·s*, and do not attend meetings of departments or study programmes.
5. The Director may permit visiting professors to use the title "Distinguished Visiting Professor" on the recommendation of the Head of Department acting on behalf of the department.

Article 22 Visiting fellows

1. The Institute may hire visiting fellows for a term limited to one year as a rule. The term may exceed one year for post-doctoral researchers funded by a project (SNSF Division 1, SNSF Sinergia or ERC for example) steered by the professor or research fellow who obtained the external funding guaranteed for longer than one year. In this case, the post-doctoral visiting fellow is hired for the term specified in the project and the title they may use is defined in the *Directive on Project-Funded Researchers*.
2. Visiting fellows are not members of the *Collège des professeur·e·s* or of the *Collège des enseignant·e·s*, and do not attend meetings of departments or study programmes.

Article 23 Senior distinguished fellows

1. The Institute may confer the title “Senior Distinguished Fellow” on a person whose experience in the field of international relations and development is of central interest for the Institute, its programmes, and its influence.
2. This title is generally conferred on a person at retirement.
3. This title involves the role of good will ambassador and a voluntary contribution enhancing the influence and visibility of the Institute.
4. This title is generally conferred in conjunction with contractual services which may include teaching, the supervision of master’s dissertations or assistance in structuring curricula in the fellow’s area of experience.
5. Senior distinguished fellows are not members of the *Collège des professeur·e·s* or of the *Collège des enseignant·e·s*, and do not attend meetings of departments or study programmes.

CHAPTER III

Appointment and hiring

Article 24 Appointment and Hiring Regulations

1. The appointment and hiring of TRS Members must satisfy high standards of academic quality.
2. The Institute promotes equal rights and opportunities for men and women, in particular by taking into account maternity periods. The Institute is mindful of balanced gender representation within the various TRS categories.
3. The procedures for the appointment and hiring of TRS Members are specified in regulations adopted by the Foundation Board on the recommendation of the *Collège des professeur·e·s*.

CHAPTER IV

Renewal and promotion

Article 25 Renewal and Promotion Regulations

1. The Institute has assessment methods which it applies to individual files for useful elements of appreciation to support the Director and the Foundation Board in their decision-making on the renewal and promotion of TRS Members in particular.

2. The procedures for the renewal and promotion of TRS Members are specified in regulations adopted by the Foundation Board on the recommendation of the *Collège des professeur·e·s*.

CHAPTER V

Remuneration, absences, leaves, and teaching exemptions

Article 26 Remuneration

1. The remuneration of TRS Members is set according to a scale proposed by the Director and approved by the Foundation Board.
2. The starting remuneration is indicated in the employment contract (Article 1(4) of the TRS Regulations).
3. The employment contract may provide for yearly raises. Further raises are decided by the Foundation Board on the Director's proposal and subject to available budgetary resources. The amount of such raises takes into account individual performance and must be substantiated by the TRS Member concerned in their application for a raise.

Article 27 Compensation for administrative duties

1. The administrative duties performed by full professors, associate professors, and assistant professors (Direction of Studies, Research or Executive Education, responsibility for the Interdisciplinary Study Programme or a department, management of a research centre) may entitle them to compensation in the form of teaching exemptions, scientific leave or management bonus in accordance with the *Directive sur les tâches de gestion académique et leur compensation*.
2. When asked to consider an academic management position (Direction of Studies, Research or Executive Education, responsibility for the Interdisciplinary Study Programme or a department, management of a research centre), TRS Members must notify the Director of any circumstances liable to cause a conflict of interest, within the meaning of the *Directive sur la prévention et la gestion des conflits d'intérêt*.

Article 28 Absences

During lecturing periods, TRS Members must obtain prior written approval from the Director for all absences (other than sickness- or accident-related) of more than one week.

Article 29 Leaves and teaching exemptions

1. The Director may grant unpaid leaves subject to the need to ensure the continuity of lecturing and research activities. In calculating the qualifying years, periods of leave are disregarded unless the activities undertaken during such leaves are directly in the interests of the Institute. The terms and conditions of leave are specified in an agreement between the Institute and the TRS Member concerned.

2. After each six-year term of lecturing at the Institute, and provided they work on a full-time basis, full professors, associate professors and assistant professors may apply to the Director for a scientific leave of six consecutive months on a full salary or twelve consecutive months on half a salary.
3. For full professors, associate professors or assistant professors performing an administrative duty, remuneration is allocated as provided in the directive referred to in Article 27(1).
4. Applications for scientific leave must contain a work schedule covering the planned research. The Director decides on the leave based on this work schedule and subject to the need to ensure the continuity of lecturing and research activities. At the end of their leave, returning professors must submit a report on the work accomplished to the Director in the prescribed form and time limit.
5. The Director may grant teaching exemptions for research or publication purposes. This measure applies notably to associate professors and assistant professors seeking promotion.
6. In the case of women full professors, associate professors and assistant professors, maternity leave involves two terms of teaching exemptions to be organised in consultation between the professor concerned, the Head of Department and the Director.

CHAPTER VI

Termination of employment

Article 30 Age limit

1. The age limit for TRS Members is set in accordance with the regulations governing the pension fund of the Institute.
2. The Director may decide to allow members of the *Collège des professeur-e-s* to remain in office until the end of the academic year once they reach the age limit in accordance with the terms and conditions of their employment contract. Unless the Foundation Board decides otherwise, their salary may not be combined with a pension or any other benefit paid by the pension fund of the Institute.
3. Except for honorary professors, the Foundation Board may, at the Director's proposal, approve an employment contract or the renewal of a contract with a term extending beyond the age limit in exceptional cases (professors hired for a specific chair, appointment by invitation with this option).

Article 31 Honorary title

On proposal of the relevant department, the Director may ask the Foundation Board to confer the title of honorary professor on retiring full professors in accordance with the TRS Regulations and Article 20 in particular.

Article 32 Stepping down

1. TRS Members with a multi-year employment contract may terminate their contract subject to six months' written notice to the Director effective on 1 September. The notice period is increased to one year in the case of full professors and associate professors.

2. TRS Members who decide against renewing their appointment must notify the Director in writing at the latest six months before the expiry of their employment contract.

The time limit is increased to one year in the case of full professors and associate professors.

Article 33 Dismissal for gross misconduct

1. Full professors and associate professors

On the proposal of the Director, the Foundation Board may terminate the employment contract of a full professor or associate professor at any time with immediate effect for good cause, within the meaning of the Swiss Code of Obligations, relying solely on the provisions of the Code of Conduct and the Research Ethics Guidelines where an infringement of such provisions is deemed gross misconduct.

2. TRS Members other than full professors and associate professors

The Director may terminate the employment contract of a TRS Member other than a full professor or associate professor at any time with immediate effect for good cause, within the meaning of the Swiss Code of Obligations, relying solely on the provisions of the Code of Conduct and the Research Ethics Guidelines where an infringement of such provisions is deemed gross misconduct.

CHAPTER VII

Final provisions

Article 34 Entry into force

1. After the positive recommendation of the *Collège des enseignant·e·s*, these TRS Regulations were adopted by the Foundation Board on 18 November 2022 and came into force on their adoption date, subject to Article 1(3).
2. The French-language version is the authentic one.