

**Public Competition for Full Professor
NOTICE – IF03/2025**

Opening of Registration for the Public Competition of Titles and Examinations Aiming to Fill 01 (One) Position of Interdepartmental Full Professor at the Institute of Physics of the University of São Paulo

The Director of the Institute of Physics of the University of São Paulo announces to all interested parties that, as decided by the Congregation at the 613th ordinary session held on 11/28/2024, registrations will be open for 180 (one hundred and eighty) days, from 12:01 a.m. on January 16th, 2025 to 11:59 p.m. on July 14th, 2025 (Brasília Official Time), for the public competition of titles and examinations to fill 01 (one) position of Full Professor, reference MS-6, under the Regime of Full Dedication to Teaching and Research (RDIDP), vacancy/position no. 239011, with a salary of R\$ 23,039.56 (May/2024), associated with the Departments of Applied Physics, Experimental Physics, General Physics, Mathematical Physics, Materials Physics and Mechanics, and Nuclear Physics of the Institute of Physics, in the area of knowledge "Nuclear Physics and Applications, Mathematical Physics, Particle and Field Physics, Plasma Physics", under Article 125, paragraph 1, of the General Bylaws of USP, and the respective program as follows:

Nuclear Physics and Applications, Mathematical Physics, Particle and Field Physics, and Plasma Physics.

The competition will be governed by constitutional principles, especially the principle of impartiality, as well as by the provisions of the Bylaws and General Regulations of the University of São Paulo and the Regulations of the Institute of Physics.

1. Registration Applications

Applications must be submitted exclusively via the link <https://uspdigital.usp.br/gr/admissao> within the specified period. Candidates must address their applications to the Director of the Institute of Physics, providing personal details and the knowledge area for which they are applying, along with the following documents:

- I. A detailed curriculum vitae and evidence of published work, completed activities relevant to the competition, and additional information allowing evaluation of the candidate's merit, in digital format, either in Portuguese or English;
- II. Proof of holding the title of "Livre-Docente" conferred or recognized by USP;
- III. Proof of compliance with military service for male candidates;
- IV. Certificate of electoral compliance or a certificate issued by the Electoral Court within 30 days prior to the start of the registration period;
- V. Official identification document.

§ 1 – Elements supporting the memorial referred to in item I, such as models, artworks, or other materials that cannot be digitized, must be presented by the last business day before the start of the competition.

§ 2 – Links to Dropbox, Google Drive, or any other links leading to pages that can be modified by the candidate will not be accepted as evidence for the items in the memorial.

§ 3 – USP faculty are exempt from items III and IV, provided prior compliance was verified upon initial appointment.

§ 4 – Foreign candidates are exempt from items III and IV but must demonstrate their legal status in Brazil.

§ 5 – A foreign candidate who is approved in the competition and selected for the position may only take office if they present a temporary or permanent visa that permits them to work in Brazil.

§ 6 – For the purposes of item II, the candidate must present one of the following documents:

a) "Livre Docente" (Associate Professor) diploma;

b) Publication in the Official Gazette of the Rector's decree appointing the candidate as Associate Professor;

c) Copy of the Rector's dispatch approving the respective "Livre Docente" competition; or

d) Screen capture from the Marte System showing the candidate's functional status, demonstrating that they hold the position of Associate Professor.

§ 7 – If the candidate does not meet the requirement of item II, and provided they do not belong to any academic category at USP, they may request their registration as a recognized specialist, under the first paragraph of Article 80 of USP's Statute, subject to the approval of two-thirds of the Congregation's members.

§ 8 – At the time of registration, candidates with disabilities must submit a request to ensure that the necessary accommodations for the examinations are provided.

§ 9 – At the time of registration, foreign candidates may express, in writing, their intention to take the exams in English, in accordance with paragraph 2 of article 152 of the General Regulations of USP and §3 of article 57 of the Regulations of the Institute of Physics. The content of the exams conducted in English and Portuguese will be identical.

§ 10 – It is entirely the candidate's responsibility to upload each of their documents in the specific field indicated by the system at the link <https://uspdigital.usp.br/gr/admissao>, and the candidate is hereby made aware that uploading documents in a different order than specified will result in the rejection of their registration.

§ 11 – It is entirely the candidate's responsibility to present their documents in full (front and back) and in a legible format. The candidate is made aware that if they do not correct any issues with incomplete or illegible documents during the registration period, their application will be rejected.

§ 12 – Late submission of documents by the candidate will not be accepted, even as part of an appeal process.

§ 13 – At the time of registration, candidates who self-declare as Black, Brown, or Indigenous will express their interest in participating in the differentiated scoring as set out in item 8 and its subparagraphs of this Notice.

§ 14 – In order to qualify for the bonus for candidates self-declaring as Black or Brown, the candidate must have phenotypic traits that characterize them as Black, of Black or Brown color.

§ 15 – The self-declaration as Black or Brown made by the candidate expressing their interest in participating in the differentiated scoring will be subject to confirmation by a heteroidentification panel.

§ 16 – In the event that the self-declaration of racial identity is not confirmed, the candidate will be eliminated from the competition and, if already appointed, will be subject to the annulment of their admission to public service or employment, after an administrative process where they are ensured the right to defense, without prejudice to other applicable sanctions.

§ 17 – To confirm the self-declaration of Indigenous status, the candidate must provide, at the time of registration, their individual Native Birth Registration (RANI), or in the absence of this, the RANI of one of their parents.

§ 18 – Exceptional situations may be evaluated by the Inclusion and Belonging Council, which may accept the confirmation of the candidate's self-declaration as Indigenous through, cumulatively, a memorial and an ethnic belonging declaration signed by chiefs, tuxauas, Indigenous community leaders, associations, and/or organizations representing Indigenous peoples from the respective regions, under the penalties of the law.

§ 19 - The current regulations for submitting documents related to self-declaration as Black, Brown, or Indigenous, as well as for their verification, are available on the website of the USP General Secretariat (<https://secretaria.webhostusp.sti.usp.br/?p=12343>).

§ 20 - For the purposes of item III, the documents listed in Article 209 of Federal Decree No. 57.654/1966 will be accepted. Male candidates who have reached the age of 45 (forty-five) by December 31 of the year preceding the registration period are exempt from this requirement.

2. Evaluation of Applications

Applications will be evaluated by the Congregation of the Institute of Physics for formal compliance, and the decision will be published in a notice.

Single Paragraph - The competition must take place within thirty to one hundred and eighty days after the publication of the approval of applications in the Official Gazette, as per Article 151, paragraph two, of the General Regulations of USP.

3. Examinations

The competition will include the following assessments:

- I. Evaluation of academic credentials – weight 3;
- II. Public oral examination on expertise – weight 3;
- III. Public oral defense – weight 4.

Paragraph 1 - Candidates will be summoned for the examinations through the Official Gazette of the State.

Paragraph 2 - Candidates arriving after the scheduled time will not be allowed to take the examinations.

4. Evaluation of Academic Credentials

The evaluation of credentials, expressed through a global score, must reflect the merits of the candidate based on the assessment of the entirety and regularity of their activities, including:

- I. Scientific, literary, philosophical, or artistic production;
- II. University-level teaching activities;
- III. Professional or other relevant activities;
- IV. Mentorship and supervision of students;
- V. Community service activities;
- VI. Diplomas and other academic honors.

Single Paragraph - The evaluation will emphasize activities carried out within the five years preceding registration.

5. Public Oral Examination on Expertise

The examination will be public and based on the program outlined in this notice, as per Article 156 of USP's General Regulations.

- I. The examination committee will determine whether the candidate's chosen topic aligns with the stated program.

II. Candidates will have up to sixty minutes for their presentation, with interruptions enforced after this time limit.

III. Following the presentation, each committee member may request clarifications, with a total discussion period not exceeding sixty minutes.

IV. Each committee member will assign a score at the end of all candidates' presentations, sealed in individual envelopes.

6. Public Oral Defense

The public oral defense will be conducted according to paragraph 2 of Article 57 of the Institute of Physics' Regulations, available at USP Legal Information (link [https://leginf.usp.br/?resolucao=consolidada-resolucao no-4087-de-21-junho-de-1994](https://leginf.usp.br/?resolucao=consolidada-resolucao-no-4087-de-21-junho-de-1994))

7. Scoring for the Examinations

Scores for the examinations will range from zero to ten, rounded to the first decimal place.

8. Final Results and Differentiated Scoring for Specific Groups

At the conclusion of the examinations, each examiner will assign a final score to each candidate, which will be a weighted average of their scores across all assessments, considering the weights outlined in item 3 and applying any differentiated scoring as specified in this item and its subparagraphs.

Paragraph 1 - The formula for calculating differentiated scoring for self-declared Black, Brown, and Indigenous candidates (PPI) is:

$$PD = (MCA - MCPPI) / MCPPI$$

Where:

- **PD**: Differentiated scoring factor.
- **MCA**: Average score of all candidates in the general competition who achieved the minimum required score, excluding those in the PPI group.
- **MCPPI**: Average score of candidates in the PPI group who achieved the minimum required score.

Paragraph 2 - The formula to apply differentiated scoring to the final scores of PPI candidates is:

$$NFCPPI = (1 + PD) * NSCPPI$$

Where:

- **NFCPPI**: Final adjusted score for PPI candidates.
- **NSCPPI**: Original score of the candidate before adjustment.

Paragraphs 3–6

- Calculations must consider up to two decimal places, with values ≥ 0.5 rounded to the next whole number.
 - Differentiated scoring will apply only to candidates meeting the minimum performance threshold.
 - Differentiated scoring will not be calculated if the average PPI score (MCPPI) is greater than the average general score (MCA).
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9. Announcement of Results

The competition's results will be announced by the examination committee in a public session immediately following its conclusion.

10. Minimum Passing Score

Candidates must achieve a minimum final score of seven from the majority of examiners to pass.

11. Recommendation and Appointment

Each examiner will rank candidates based on their scores.

12. The candidate with the highest number of recommendations from the examination committee will be proposed for appointment.

13. Medical Examination

Appointment is subject to a medical examination conducted by the State Medical Examination Department (DPME) as per Article 47, VI of Law No. 10.261/68.

14. Finalization of Appointment

The appointment of the approved candidate and subsequent procedures will follow the provisions of Resolution No. 7271 of 2016.

15. Employment Exclusivity

Faculty under the RDIDP regime must maintain exclusive employment with USP, per Article 197 of USP's General Regulations.

16. Competition Validity and Candidate Selection

The competition results are immediately valid. Only the candidate recommended for the position will be appointed.

17. Notification of Appointment

Candidates will be notified of their appointment through the Official Gazette of the State.

18. Additional Information

Further information and the competition's governing rules are available to interested parties at the Academic Technical Assistance Office of the Institute of Physics at the address listed below.

Contact Information

Address: Rua do Matão, 1371 – Butantã – CEP 05508-090 – São Paulo (SP) – Brazil
Academic Assistance Office: +55 11 3091-6902 / ataac@if.usp.br

São Paulo, January 8th, 2025

Prof. Dr. Kaline Rabelo Coutinho
- Director -