



SERVIÇO PÚBLICO FEDERAL  
**UNIVERSIDADE FEDERAL DE SANTA CATARINA**  
**PRÓ-REITORIA DE DESENVOLVIMENTO E GESTÃO DE PESSOAS**  
**DEPARTAMENTO DE DESENVOLVIMENTO DE PESSOAS**  
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**CALL FOR APPLICATIONS No. 022/2019/DDP**

The Director of the Personnel Development Department – DDP/PRODEGESP of the Universidade Federal de Santa Catarina, in the performance of her duties, and pursuant to the Normative Resolution no. 5/2019/CPG of 28 March 2019, announces that applications are open for the Simplified Selection Process for admission of Visiting Professors, hired for a fixed-term period, to meet a temporary need of exceptional public interest, pursuant to Law no. 8745/1993 and its amendments.

**1. Applications:**

1.1 Application period: from 2 May 2019 to 31 May 2019.

1.2 Applications will be made at the Office of the respective Graduate Program:

- Energy and Sustainability (CTS/Araranguá): ppges@contato.ufsc.br, phone: +55 48 3721 6250
- Information and Communication Technologies (CTS/Araranguá): ppgtic@contato.ufsc.br, phone: +55 48 3721 6250
- Agricultural and Natural Ecosystems (CCR/Curitibanos): ppgean@contato.ufsc.br, phone: +55 48 3721 7172 or +55 48 3721 6273
- Agroecosystems (CCA): ppga@contato.ufsc.br, phone: +55 48 3721 5341
- Aquaculture (CCA): ppgaqi@contato.ufsc.br, phone: +55 48 3721 5473
- Biochemistry (CCB): ppgbqa@contato.ufsc.br, phone: +55 48 3721 2713
- Biotechnology and Biosciences (CCB); ppgbtc@contato.ufsc.br, phone: +55 48 3721 2713
- Pharmacology (CCB): ppgfamaco@contato.ufsc.br, phone: +55 48 3721 2713
- Translation Studies (CCE): secpget@gmail.com, phone: +55 48 3721 6647
- Linguistics (CCE): ppgl@contato.ufsc.br, phone: +55 48 3721 9581
- Nutrition (CCS): ppgn@contato.ufsc.br, phone: +55 48 3721 6131
- Dentistry (CCS): ppggo@contato.ufsc.br, phone: 3721 6132
- Collective Health (CCS): ppgsc@contato.ufsc.br, phone: +55 48 3721 6130
- Physical Education (CDS): ppgef@contato.ufsc.br, phone: +55 48 3721 4774
- Information Science (CED): ppgcin@contato.ufsc.br, phone: +55 48 3721 2234
- Education (CED): ppge@contato.ufsc.br, phone: +55 48 3721 22 51
- Social Anthropology (CFH): ppgas@contato.ufsc.br, phone: +55 48 3721 9714
- Philosophy (CFH): ppgfil@contato.ufsc.br, phone: +55 48 3721 8803 or +55 48 3721 2929
- Geography (CFH): ppgg@contato.ufsc.br, phone: +55 48 3721 9412
- History (CFH): ppggh@contato.ufsc.br, phone: +55 48 3721 4136
- Psychology (CFH): ppgp@contato.ufsc.br, phone: +55 48 3721 2435
- Political Sociology (CFH): ppgsp.ufsc@gmail.com, phone: +55 48 3721 9098

- Physics (CFM): ppgfsc@contato.ufsc.br, phone: +55 48 3721 2308
- University Administration (CSE): ppgau@contato.ufsc.br, phone: +55 48 3721 6525
- Social Work (CSE): ppgss@contato.ufsc.br, phone: +55 48 3721 6514 or +55 48 3721 4937
- Environmental Engineering (CTC): ufsc.ppgea@gmail.com, phone: +55 48 3721 7740
- Electrical Engineering (CTC): ppgeel@eel.ufsc.br, phone: +55 48 3721 9422
- Mechanical Engineering and Sciences (CTJ/Joinville): ppgecm@contato.ufsc.br, phone: +55 48 3721 4650 or +55 48 3204 7439.

1.3 Brazilian and foreign citizens may apply for this selection process by electronically submitting, to the respective Graduate Programs, the following documents:

1.3.1 Application form (available at: <http://propg.ufsc.br/ca/professorvisitante/>);

1.3.2 A photo identification document (national ID card or equivalent);

1.3.3 Passport, in the case of foreign applicants;

1.3.4 Proof of required degree;

1.3.4.1 Diplomas/Certificates issued abroad must be apostilled, in case of being issued in a member country of the Hague Convention (Resolution NJC no. 228 of 2016, of the National Justice Council), or notarized by a competent consular authority, in case the country is not a member of the Hague Convention. The apostille or notarization must be done in the country where the diploma/certificate was issued.

1.3.5 Curriculum vitae, with information regarding academic background, higher education teaching experience, completed graduate supervisions/co-supervisions and intellectual production;

1.3.5.1 Brazilian applicants must submit an electronic copy of their curriculum vitae downloaded from the Lattes Platform.

1.3.6 Work plan describing the development of graduate-level research, teaching and supervision/co-supervision activities.

1.3.7 Applicants with disabilities must present a medical report, according to the specifications on item 5.3.

1.4 The applicant may obtain information regarding this simplified selection process in the website: <http://propg.ufsc.br/ca/professorvisitante/>

1.5. In order to be admitted as a Senior Visiting Professor, the applicant must hold a doctoral degree for at least 10 (ten) years, counted from the date of degree conferral, with proven academic teaching and supervising experience in graduate programs and relevant scientific production as expected from a research productivity fellow linked to the National Council for Scientific and Technological Development (CNPq).

1.5.1. The applicant admitted as a Senior Visiting Professor who holds a doctoral degree for at least 20 (twenty) years, counted from the date of degree conferral, and who has proven academic leadership, experience in international/interinstitutional projects, graduate supervisions, and high-impact scientific production as expected from a research productivity fellow linked to the CNPq, may be hired with the same salary as a full professor – Class E at the suggestion of the Examining Committee, subject to analysis of financial and budget availability, to the situation of the university's faculty base, and to approval by the Prorectorate for Graduate Studies (PROPG).

1.6 In order to be admitted as a Junior Visiting Professor, the applicant must hold a doctoral degree for at least 5 (five) years, counted from the date of degree conferral, with proven academic

teaching and supervising/co-supervising experience in graduate programs and relevant scientific production as expected from a research productivity fellow linked to the National Council for Scientific and Technological Development (CNPq).

## **2 Selection Process(es):**

### **2.1 Senior Visiting Professor Positions**

#### 2.1.1 Florianópolis Campus (*Campus Universitário Reitor João David Ferreira Lima*)

##### 2.1.1.1 School of Agricultural Sciences – CCA

###### 2.1.1.1.1 Graduate Program in Agroecosystems – PPGA

Concentration Area: Agroecology

Process no.: 23080.019310/2019-79

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Animal Sciences and Rural Development

##### 2.1.1.2 School of Biological Sciences – CCB

###### 2.1.1.2.1 Graduate Program in Biochemistry – PPGBQA

Concentration Area: Biochemistry

Process no. 23080.008120/2019-26

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Biochemistry

###### 2.1.1.2.2 Graduate Program in Biotechnology and Biosciences – PPGBTC

Concentration Area: Biotechnology

Process no.: 23080.008100/2019-55

Number of positions: 01 (one), being, preferably, reserved for applicants with disabilities according to item 5 of this Call

Work type: Full-time dedication

Department: Microbiology, Immunology and Parasitology

##### 2.1.1.3 School of Communication and Arts – CCE

###### 2.1.1.3.1 Graduate Program in Translation Studies – PPGET

Concentration Area: Retextualization Processes

Process no.: 23080.011191/2019-14

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Foreign Languages and Literatures

###### 2.1.1.3.2 Graduate Program in Linguistics – PPGL

Concentration Area: Applied Linguistics; Psycholinguistics; Sociolinguistics and Dialectology; Linguistic Theory and Analysis.

Process no.: 23080.003110/2019-02

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Vernacular (Portuguese) Language and Literature

2.1.1.4 School of Health Sciences – CCS

2.1.1.4.1 Graduate Program in Nutrition – PPGN

Concentration Area: Nutrition and Health

Process no.: 23080.018549/2019-21

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Nutrition

2.1.1.4.2 Graduate Program in Collective Health – PPGSC

Concentration Area: Collective Health

Process no.: 23080.008182/2019-38

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Collective Health

2.1.1.5 School of Sports – CDS

2.1.1.5.1 Graduate Program in Physical Education – PPGEF

Concentration Area: Physical activity related to health

Process no.: 23080.011218/2019-61

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Physical Education

2.1.1.5.2 Graduate Program in Physical Education – PPGEF

Concentration Area: Biodynamics of Human Performance

Process no.: 23080.011227/2019-51

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Physical Education

2.1.1.6 School of Education – CED

2.1.1.6.1 Graduate Program in Information Science – PPGCIN

Concentration Area: Information Management

Process no.: 23080.004300/2019-39

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Information Science

2.1.1.6.2 Graduate Program in Education – PPGE

Concentration Area: Education

Process no.: 23080.021863/2019-91

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Specialized Studies in Education

2.1.1.7 School of Philosophy and Human Sciences – CFH

2.1.1.7.1 Graduate Program in Social Anthropology – PPGAS

Concentration Area: Social Anthropology

Process no.: 23080.011860/2019-40

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Anthropology

2.1.1.7.2 Graduate Program in History – PPGH

Concentration Area: Global History

Process no.: 23080.008084/2019-09

Number of positions: 01 (one)

Work type: Full-time dedication

Department: History

2.1.1.7.3 Graduate Program in Psychology – PPGP

Concentration Area: Psychology of Organizations and Work; Health and Psychological Development.

Process no.: 23080.016791/2019-61

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Psychology

2.1.1.7.4 Graduate Program in Political Sociology – PPGSP

Concentration Area: Political Sociology

Process no.: 23080.010171/2019-18

Number of positions: 01 (one), being, preferably, reserved for applicants with disabilities according to item 5 of this Call.

Work type: Full-time dedication

Department: Sociology and Political Science

2.1.1.8 School of Physical and Mathematical Sciences – CFM

2.1.1.8.1 Graduate Program in Physics – PPGFSC

Concentration Area: Astrophysics; Molecular and Atomic Physics; Condensed Matter Physics and Statistical Mechanics; Mathematical Physics and Field Theory; Nuclear and Hadron Physics;

Process no.: 23080.018715/2019-90

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Physics

2.1.1.9 School of Socio-Economic Sciences – CSE

2.1.1.9.1 Graduate Program in Social Work – PPGSS

Concentration Area: Social Work, Social Issues and Human Rights.

Process no.: 23080.007891/2019-04

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Social Work

#### 2.1.1.10 School of Technology – CTC

##### 2.1.1.10.1 Graduate Program in Electrical Engineering – PPGEEL

Concentration Area: Communications and Signal Processing; Power Electronics and Electric Drives; Electrical Energy Systems.

Process no.: 23080.011144/2019-62

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Electrical and Electronic Engineering

#### 2.1.2 Joinville Campus

##### 2.1.2.1 Joinville School of Technology – CTJ

##### 2.1.2.1.1 Graduate Program in Mechanical Engineering and Sciences – PPGECEM

Concentration Area: Engineering System Development; Transport Phenomena; Materials.

Process no.: 23080.018217/2019-47

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Mobility Engineering

## 2.2 Junior Visiting Professor Positions

#### 2.2.1 Araranguá Campus

##### 2.2.1.1 School of Sciences, Technologies and Health – CTS

##### 2.2.1.1.1 Graduate Program in Energy and Sustainability – PPGES

Concentration Area: Energy Systems

Process no.: 23080.011377/2019-65

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Energy and Sustainability

##### 2.2.1.1.2 Graduate Program in Information and Communication Technologies – PPGTIC

Concentration Area: Technology and Innovation

Process no.: 23080.011938/2019-26

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Special Interdisciplinary Coordination for Information and Communication Technologies.

#### 2.2.2 Curitiba Campus

##### 2.2.2.1 School of Rural Sciences - CCR

##### 2.2.2.1.1 Graduate Program in Agricultural and Natural Ecosystems – PPGEAN

Concentration Area: Management and Conservation of Agricultural and Natural Ecosystems

Process no.: 23080.010849/2019-62

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Agriculture, Biodiversity and Forests.

2.2.3 Florianópolis Campus (*Campus Universitário Reitor João David Ferreira Lima*)

2.2.3.1 School of Agricultural Sciences – CCA

2.2.3.1.1 Graduate Program in Aquaculture - PPGAQI

Concentration Area: Aquaculture and Fishery Resources

Process no.: 23080.011931/2019-12

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Aquaculture

2.2.3.2 School of Biological Sciences – CCB

2.2.3.2.1 Graduate Program in Pharmacology – PPGFMC

Concentration Area: Central Nervous System Pharmacology; Endocrine Pharmacology; Inflammation and Immunology; Pain and Analgesia, Neoplasm Pharmacology; Cardiovascular Pharmacology.

Process no.: 23080.006414/2019-13

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Pharmacology

2.2.3.3 School of Health Sciences – CCS

2.2.3.3.1 Graduate Program in Dentistry – PPGO

Concentration Area: Dentistry in Collective Health

Process no.: 23080.006943/2019-17

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Dentistry

2.2.3.4 School of Philosophy and Human Sciences – CFH

2.2.3.4.1 Graduate Program in Philosophy – PPGFIL

Concentration Area: Epistemology and Logics

Process no.: 23080.010323/2019-82

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Philosophy

2.2.3.4.2 Graduate Program in Geography – PPGG

Concentration Area: Use and Conservation of Natural Resources

Process no.: 23080.011411/2019-00

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Geosciences

2.2.3.5 School of Socio-Economic Sciences – CSE

2.2.3.5.1 Graduate Program in University Administration – PPGAU

Concentration Area: University Management

Process no.: 23080.004945/2019-71

Number of positions: 01 (one)  
Work type: Full-time dedication  
Department: Administrative Sciences

2.2.3.6 School of Technology – CTC

2.2.3.6.1 Graduate Program in Environmental Engineering – PPGEA

Concentration Area: Environmental Engineering

Process no.: 23080.007885/2019-49

Number of positions: 01 (one)

Work type: Full-time dedication

Department: Sanitary and Environmental Engineering

### **3. Assessment:**

3.1 Applicants will be assessed by analysis of their *curriculum vitae* (60% of the scores) and of their work plan (40% of the scores).

3.1.1 For the *curriculum vitae* analysis, the examining committee will consider the following criteria:

3.1.1.1 Academic teaching experience: 3 scores per year dedicated to higher education teaching;

3.1.1.2 Graduate supervisions/co-supervisions: 3 scores per approved doctoral dissertation, supervised by the applicant; 1.5 scores per approved doctoral dissertation, co-supervised by the applicant; 2 scores per approved master's thesis, supervised by the applicant; 1 score per approved master's thesis, co-supervised by the applicant;

3.1.1.3 Relevant intellectual production: up to 10 scores per article published in journals indexed in international databases; 1 score per full paper published in international conference proceedings; up to 20 scores per authorship of full-text books; up to 10 scores per co-authorship of full-text books; up to 3 scores per collection or treatise (as editor); up to 5 scores per book chapter (maximum of 2 chapters per collection or treatise); up to 2 scores per filed or granted patent; up to 5 scores per licensed and producing patent.

3.1.2 The *curriculum* analysis will be made jointly by all examiners, who shall assign a single score to be registered in the individual score sheet of each applicant.

3.1.3 The applicant's work plan will be assessed by the respective Graduate Program Coordinator and further approved by the examining committee.

3.1.3.1 In the work plan analysis, the Program Coordinator shall examine the contribution of the proposed activities to education excellence, to the Program's internationalization agenda and to the consolidation of the respective concentration area or line of research.

3.2. For all assessment categories, regardless of the faculty rank, scores will be assigned on a 0 (zero) to 10 (ten) scale, in which 7 (seven) is the minimum final average for approval.

3.3 In the case of a tie, the rank order will be determined by: I - age, in favor of the applicant aged 60 or over; II - higher score in the *curriculum vitae* assessment; III - higher score in the work plan assessment; IV - higher age.

3.4 The final result, containing the list of approved applicants in rank order, will be announced by the chairperson of the examining committee, in the selection process webpage, for wide

dissemination among the applicants. Appeals against the decision referred to in item 3.4 may be filed up to 3 (three) business days from the result announcement date.

3.4.1 The appeal must be filed by request to the respective Graduate Program and addressed to the chairperson of the examining committee.

#### **4 Remuneration:**

4.1 The Senior Visiting Professor's remuneration will be composed of a fixed base salary, as assigned for a level 1, class D, associate I faculty position, plus a doctoral degree reward and a meal allowance, in compliance with the work type specified in this call, and pursuant to Law no. 12772 of 28 December 2012, published in the Federal Official Gazette (D.O.U.) of 31 December 2012, and the Normative Guideline SRH/MP 5 of 28 October 2009: R\$ 16,199.24 (effective as of 1 August 2018) and meal allowance worth R\$ 458.00.

4.2 The Junior Visiting Professor's remuneration will be composed of a fixed base salary, as assigned for a level 1, class C, assistant I faculty position, plus a doctoral degree reward and a meal allowance, in compliance with the work type specified in this call, and pursuant to Law no. 12772 of 28 December 2012, published in the Federal Official Gazette (D.O.U.) of 31 December 2012, and the Normative Guideline SRH/MP 5 of 28 October 2009: R\$ 11,561.91 (effective as of 1 August 2018) and meal allowance worth R\$ 458.00.

#### **5 Reservation for persons with disabilities:**

5.1 5% (five percent) of the positions announced in this Call have been reserved to applicants with disabilities, pursuant to Decree no. 9508/2018.

5.1.1. The distribution of reserved positions among the Graduate Programs was determined by drawing of lots, so as to follow an impersonal and objective criterion. Requesting units holding 5 (five) or more positions had one fifth of their positions automatically reserved, and the Programs receiving the reservation were drawn by lot.

5.1.2 The minutes of the drawing of lots session are available at <http://concursos.ufsc.br>, attached to this call for applications.

5.2 Applicants with disabilities will participate in this selection process on equal terms with the other applicants as regards the exam content, the assessment procedures, the approval criteria and the minimum score requirement, subject to the legal provisions.

5.3 Applicants wishing to compete for the positions reserved for persons with disabilities shall indicate this option in the Application Form, informing the type of disability and attaching a legible medical report attesting the type and the degree or level of disability, with express reference to the corresponding International Classification of Diseases (ICD) code, and with the identification and signature of the reporting doctor. The applicant who fails to comply with this item will compete only for the positions of ample competition.

5.3.1 The applicant who has a technical report based on the International Classification of Functioning, Disability and Health (ICF) may attach it to the application as supplementary information. This does not exempt them from presenting a medical report as described in item 5.3.

5.4 If ranked according to the terms of this Call for Applications, the applicant competing for reserved positions will be included in the general ranking list as well as in the specific list of the respective Graduate Program.

5.5 For the Graduate Program with positions reserved, preferably, for persons with disabilities, the applicant figured at the top of the ranking list for applicants with disabilities will be called, if any, and an alternation and proportionality criterion – between the reserved positions and those of ample competition – will be applied to fill the subsequent positions.

5.5.1 In case a position is not filled by the first ranked applicant, such position will be offered to the next ranked applicant competing for the same reserved position, if any.

5.6 Before an applicant with disability is called to assume a position, the DDP will have the support of the UFSC Multiprofessional Assistance Team for Staff with Disabilities (EMAPCD), which, among other duties, will evaluate whether the disability presented by the applicant falls within the provisions of article 2(1) of Law no. 13146/2015, as well as the feasibility of providing adequate accessibility on campus, the suitability of the work environment, and the possibility of using particular equipment or other means which the applicant habitually uses.

5.6.1 The applicant whose disability is reported not to fall within the legislation will have the right to file an appeal against the decision, addressed to the EMAPCD and submitted to [pcd.prodegesp@contato.ufsc.br](mailto:pcd.prodegesp@contato.ufsc.br), up to 2 (two) business days from the report issuance. The appeal must be duly substantiated, by presenting a logical and consistent argument, typed or handwritten with legible handwriting, and must contain the name and signature of the applicant. New medical reports, further examinations, or other documents deemed appropriate may be attached to the appeal.

5.7 The applicant whose disability stated in the Application Form is not recognized by the EMAPCD will not be hired for a position reserved for persons with disability. In this case, the applicant will be included in the general ranking list only.

## **6 Miscellaneous:**

6.1 The selected applicant will be hired, observing the university's faculty base limits, under the provisions of Law no. 8745/93, and will be remunerated in the form established in this Call, precluding any subsequent change to the remuneration.

6.2. The selection of applicants will be made according to the Normative Resolution no. 5/2019/CPG of 28 March 2019 and will be conducted by an Examining Committee appointed by PROPG.

6.3 The executed contract may be terminated, at the Institution's discretion, in accordance with article 4 of Law no. 8745/1993 and its amendments.

6.4 During the term of the contract, the Graduate Program Coordinator will be responsible for informing PROPG of any occurrences that may affect the progress of the visiting professor's activities, as well as of any cancellation or withdrawal from the contract.

6.5 The following persons cannot be hired as visiting professors:

6.5.1 UFSC retired faculty members;

6.5.1.1 Exceptionally, PROPG may authorize the hiring of a UFSC retired faculty member as a visiting professor with the purpose of encouraging graduate academic activities on a campus other than the one on which the faculty member was employed.

6.5.2 Active civil servants in the direct or indirect federal, state or municipal administration, as well as employees or servants in its subsidiaries and controlled companies;

6.5.3 Persons who have been hired under the terms of Law No. 8745/93, including as a Substitute or Visiting Professor, in cases in which twenty-four (24) months from the ending of the last contract have not yet passed;

6.5.4 Persons participating in the management or administration of a private company, whether a legal entity or not, or practicing trade activities, except as shareholders or limited partners.

6.6. Official communication with the selected applicant, as to inform about the hiring, will be made to the email address provided in the Application Form.

6.7. On the hiring day, the applicant must present all supporting documents related to the degree requirements described in this Call and all other documents required for temporary employment, which are listed at <http://concursos.ufsc.br/documentos-exigidos-para-contratacao-temporaria/>.

6.8 In order to be hired, foreign applicants who do not have a permanent visa shall submit, in digitized form, the documents necessary to obtain a Prior Residence Permit, according to the current Normative Resolutions of the National Immigration Council.

6.8.1 The hiring of foreign applicants without a permanent visa, as well as their contract renewal, is subject to authorization by the competent body and to the obtainment of a temporary visa at the Federal Police.

6.9 The visiting professor's employment contract will be carried out for a fixed-term period, observing the following maximum terms:

6.9.1 Up to one year for Brazilian visiting professors, with the possibility of extension provided that the total period does not exceed two years.

6.9.2 Up to four years for foreign visiting professors.

6.10 This Simplified Selection Process will be valid for twelve (12) months, counting from the date the results are approved and published in the Federal Official Gazette (D.O.U.).

6.11 The publication of the final result in the Federal Official Gazette may be used as supporting document regarding the applicant's rank in the process.

6.12 Submitting an application implies knowledge and tacit acceptance of the rules and conditions established in this Call, in relation to which the applicant cannot claim ignorance.

6.13 Cases not provided for in this Call will be settled by the Personnel Development Department - DDP/PRODEGESP/UFSC.

**ELIETE WARQUEN BAHIA COSTA**