

The new Spanish framework for University Studies

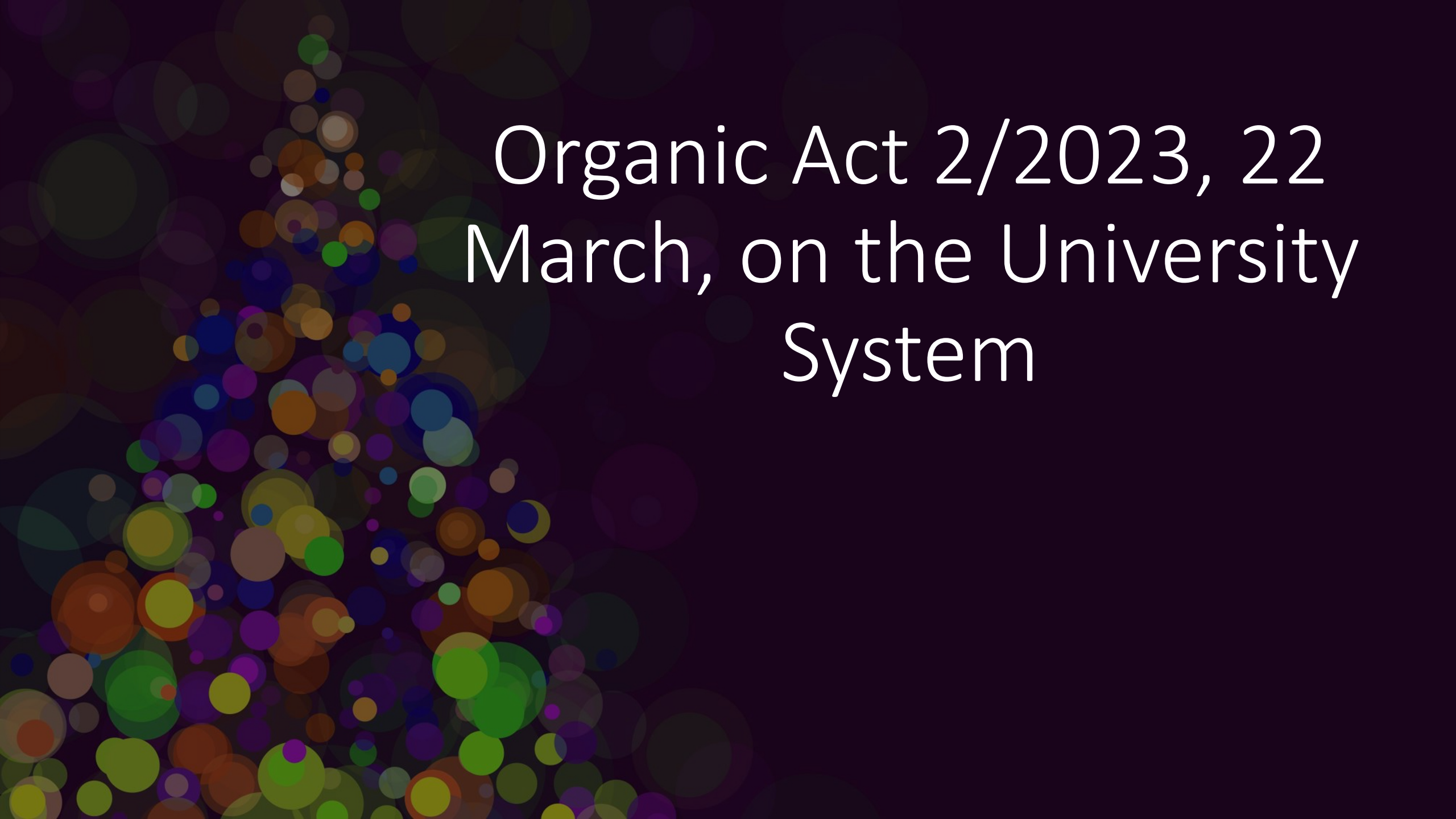
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Organic Act 2/2023, 22
March, on the University
System



University system

- **Universities:**
 - Public universities
 - Private universities
- **Centers and structures** that provide services for the development of their functions

What's a University?

Public or private institutions that develop the main **tasks** of:

- Teaching
- Research
- Knowledge transfer and exchange

And they offer **university titles**:

- Degrees (Bachelor's)
- Master's degrees
- Doctorate (PhD)

In most branches of knowledge

+ and may develop *other training activities*

Background

Higher Education as a **public service**

The **functions of Universities** are:

- Building and training of students by means of the creation, development, transmission and critical evaluation of **scientific knowledge** so as with the development of **capabilities, competences and skills**
- **Prepare** students for the development of **professional activities** that require the application and updating of scientific knowledge and methods
- The generation, development, dissemination, transfer, and **exchange of knowledge** and the applicability of research in all fields
- The **promotion of innovation** from knowledge in social, economic, environmental, technological, and institutional areas
- The contribution to **social well-being, economic progress, and cohesion of society** and the territorial environment in which they are located
- The creation of spaces for the generation and dissemination of **critical thinking**
- The **transfer and exchange of knowledge and culture** to society as a whole through university activities and lifelong learning for all citizens
- The education of citizens through the transmission of **democratic values and principles**

Autonomy of Universities

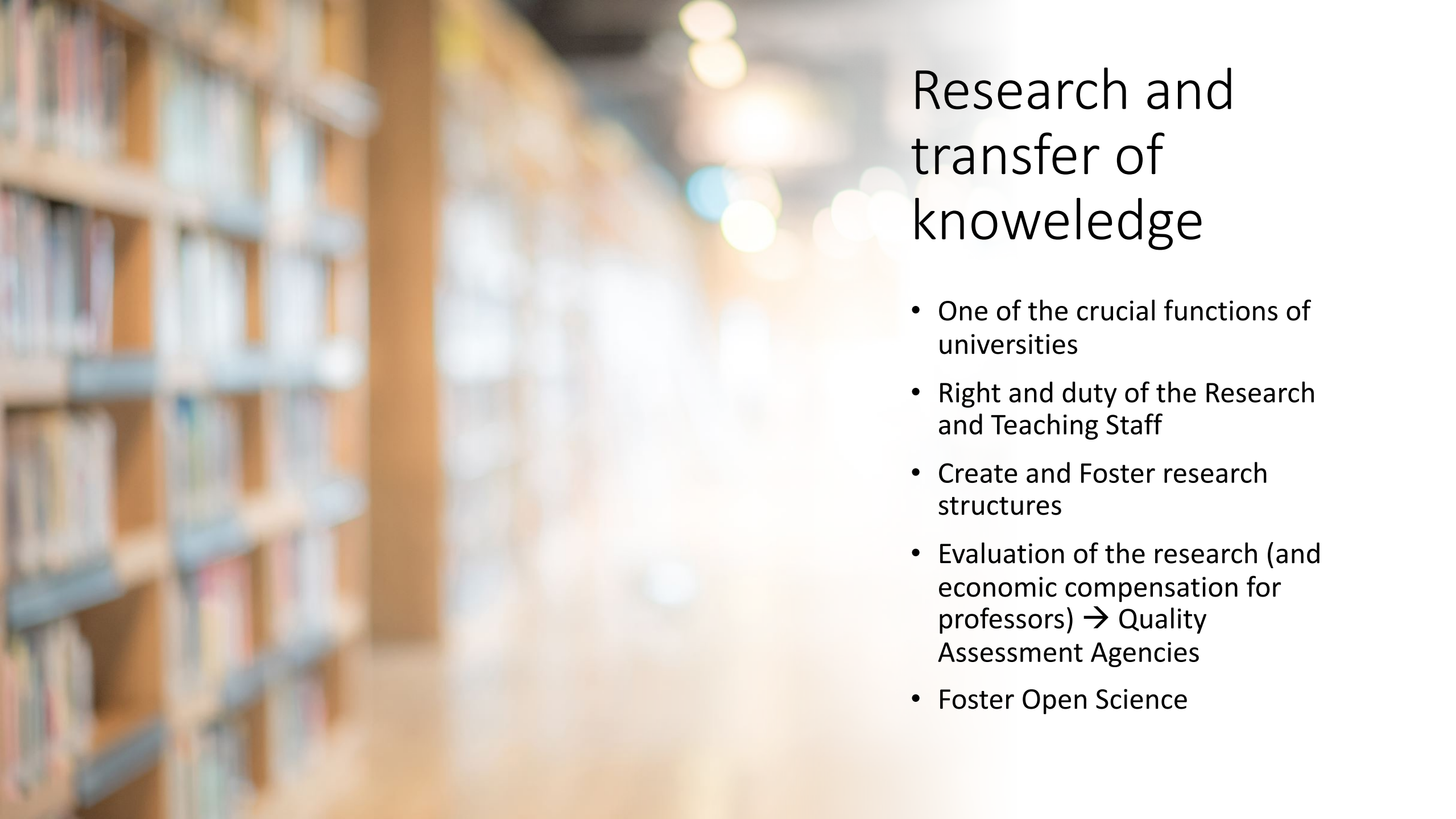
- **Legal personality**
- **Autonomous organization and functioning** → Fundamental right recognized in the Spanish Constitution (art. 27.10 CE)
 - Freedom to establish strategic lines of development: teaching, research and innovation policies; quality assessment, financial control; staff; students; culture; internationalization...
 - Drafting of their own functioning rules
 - Design of their organization and structures
 - The election, appointment, and removal of the corresponding governing and representative bodies
 - Structure and organization of official university study programs, other teaching offer and lifelong learning
 - Research and knowledge transfer and exchange policy
 - Staff policy
 - Students: admission, evaluation, mobility, scholarships..
- **Academic freedom of University professors**



Organization of teaching

- Duty / right of professors
- Freedom of teaching
- In-person, virtual and hybrid teaching
- Teaching innovation
- Quality assessment
- Bachelor's Degree, Master's Degree, Doctorate (PhD)





Research and transfer of knowledge

- One of the crucial functions of universities
- Right and duty of the Research and Teaching Staff
- Create and Foster research structures
- Evaluation of the research (and economic compensation for professors) → Quality Assessment Agencies
- Foster Open Science



Government of public Universities

- **President (Rector)**
 - Governing team: Vice-Presidents, Deputy V-Ps...
- **Governing Board**
- **University Council (claustro)**
- **Student Council**

- **Faculties / Schools: Dean – Faculty Council**
- **Departments: Director – Department Council**

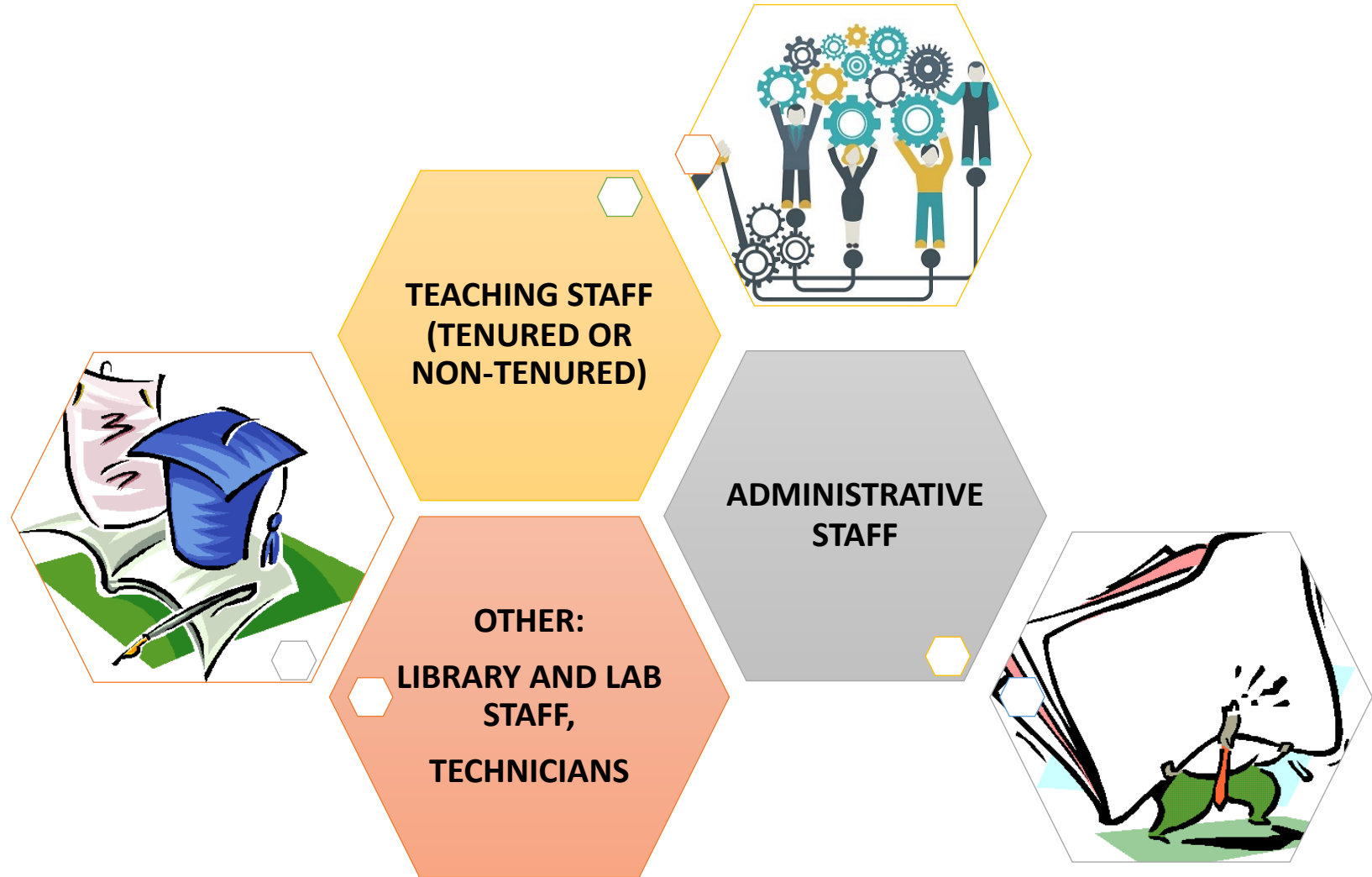
- **Social Council**

Term lasts for 6 years (no-renewal)

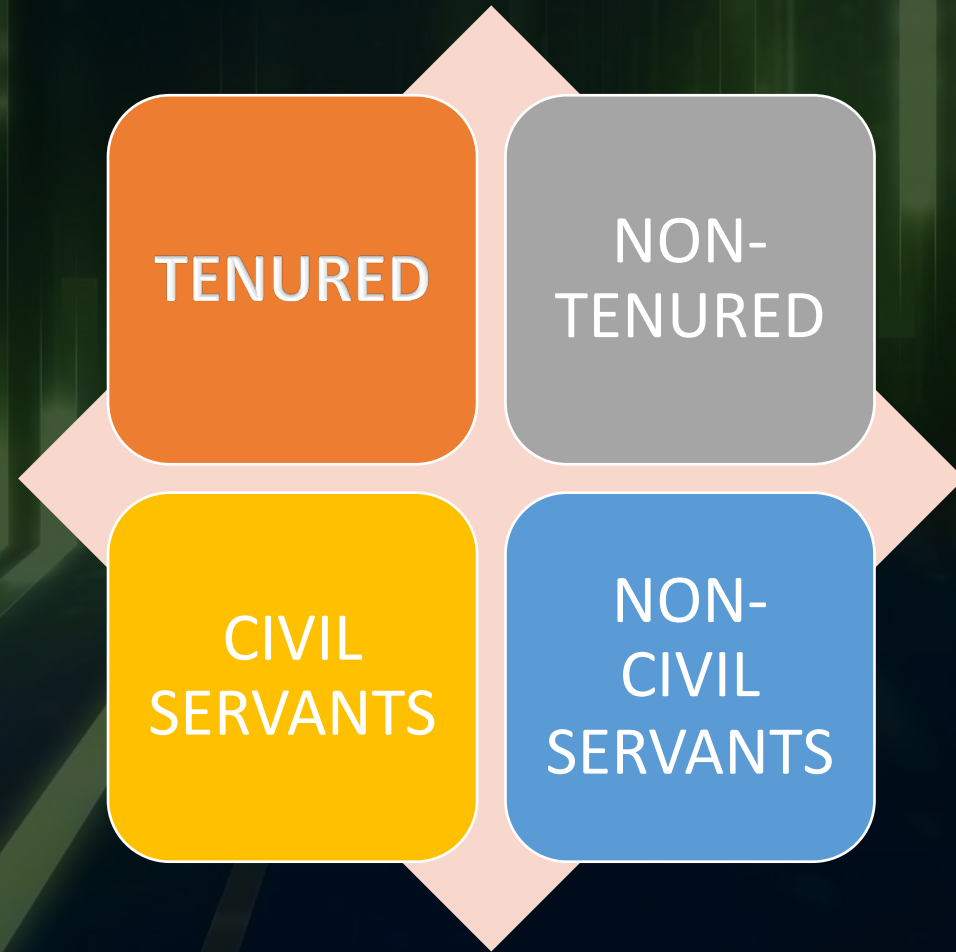
A top-down view of eight orange chairs arranged in a circle on a dark tiled floor. The chairs are modern, with a curved backrest and a simple metal frame. The floor is made of dark, square tiles. The text is centered over the chairs.

University staff organization and career in spain

Categories of staff in Spanish Universities



Teaching Staff



POSITIONS

CATEDRÁTICOS – (Full) professor

PROFESORES TITULARES – Senior Lecturer / Associate prof.

PROFESORES PERMANENTES LABORALES – Lecturer / Assoc. prof.

PROFESORES AYUDANTES DOCTORES – Junior Lecturer

PROFESORES ASOCIADOS – Teaching Fellow, Assoc. Lecturer or Adjunct Prof.

PROFESORES AYUDANTES – Teaching Assistant or Tutor

PROFESORES EMÉRITOS – Professor / Lecturer Emeritus

Other
categories

PROFESOR SUSTITUTO:
Substitute profesor

PROFESOR VISITANTE:
Visiting profesor

PROFESOR DISTINGUIDO:
Distinguished profesor

TENURED TEACHING STAFF

Civil
servant

- Catedráticos: (Full) Professor

Civil
servant

- Profesores Titulares de Universidad: Senior Lecturer or Associate Professor

Non- Civil
Servant

- Profesores Permanentes Laborales: Lecturer or Associate Professor

TENURED STAFF: CU, TU & CD

REQUIREMENTS

- Highly demanding evaluation of teaching and research records by **ANECA** (Spanish Agency for Evaluation, Quality and Certification)
- Public, competitive **examination** by committee of experts appointed by the University
- Mostly **full-time positions**, although part-time contracts also exist
- They perform both **teaching and research** tasks
- Posts are approved by Regional Government
- **Teaching load and remuneration established** by National Regulations
- National and Regional governments establish **incentive payments** for teaching and research excellence

NON-TENURED TEACHING STAFF

• **Ayudantes doctores: Junior Lecturer**

• **Ayudantes: Teaching Assistant or Tutor**

• **Asociados: Teaching Fellow, Associate Lecturer or Adjunct Professor**

• **Visitantes: Visiting Professor / Visiting Lecturer**

• **Eméritos: Professor/Lecturer Emeritus**

NON-TENURED STAFF: PROFESOR AYUDANTE DOCTOR

REQUIREMENTS

➤ Lecturer

- Already holds a PhD
- Has been accredited or certified by official evaluating agency
- Both teaching and research duties
- Maximum teaching load per year: 240 hours
- Full-time contract
- 5-year post (to be promoted, a positive evaluation of teaching and research records by ANECA is required)

REQUIREMENTS

NON-TENURED STAFF: PROFESOR AYUDANTE

- Teaching Assistant or Tutor Teacher
- Normally a PhD student
- Maximum teaching load per year: 60 hours
- Full-time contract
- 5-year post (they are required to finish their PhD AND be accredited by the evaluation agency to be promoted to a higher post)

REQUIREMENTS

NON-TENURED STAFF: PROFESOR ASOCIADO

- **Teaching Fellow, Associate Lecturer**
- A professional from industry or any other area of expertise: law, economy, etc.
- **MUST** have another main activity
- Different kinds of contracts: Maximum teaching load per year: 180 hours
- Part-time contract
- 1 year contract, renewable

NON-TENURED STAFF: PROFESOR EMÉRITO

- **Professor or Senior Lecturer Emeritus**
- Retired teaching staff
- They are required to gain accreditation or certification by evaluating body.
- Appointed as a way to recognise distinguished academic service
- 2 year contract (two more years may be added)

REQUIREMENTS

NON-TENURED STAFF: PROFESOR VISITANTE

- **Visiting Professor or Lecturer**
- Invited staff from other Universities
- Temporary contracts
- Both for teaching and researching

RESEARCH STAFF: EMERGING CONTRACTURAL MODALITIES

REQUIREMENTS

- **CONTRATOS RAMÓN Y CAJAL (Research Fellow)**
- Reintegration grants for researchers from other countries
- 5 year contract, minimum retribution plus incentives for research
- Highly demanding criteria to be selected
- They may promote to Contratado Doctor or Titular de Universidad (Lecturer or Associate Professor) post (positive evaluation by ANECA required).

RESEARCH STAFF: EMERGING CONTRACTURAL MODALITIES

REQUIREMENTS


- **CONTRATOS JUAN DE LA CIERVA (Research Fellow)**
- Reintegration grants for young researchers from other universities
- 2-year contract
- 2 Modalities:
 - First 2 years: Building contract
 - 2 next years: incorporation (to be promoted)
- They may promote to Contratado Doctor or Titular de Universidad (Lecturer or Associate Professor) post (positive evaluation by ANECA required).

EVALUATING AND CERTIFYING AGENCIES

BOTH NATIONAL OR REGIONAL: ANECA, DEVA, ETC.



INCREASING DIFFICULTY IN THE CRITERIA REQUIRED TO OBTAIN ACCREDITATION (CERTIFICATION) – POSITIVE EVALUATION OF A CANDIDATE'S TEACHING AND RESEARCH RECORDS.



EVALUATION:

- To access to the different categories of staff
- To get "incentives". E.g. Research (Sexenios de investigación), Knowledge transfer (Sexenios de transferencia), Teaching innovation (Sexenios de docencia (?))

Access to the University Career

Researcher positions:

Competitive process for the different kinds of grants / contracts: limited number for the country / region. Distributed by scientific areas

Highly demanding

Doctoral researchers:

- Main goal: carry out a PhD
- Must hold: University Degree + Masters' Degree + Enrolled in a PhD program
- Evaluation criteria: Average mark / Quality of the PhD Dissertation project / PhD supervisor / Research team /

Postdoc researchers:

- Requirements: already have a PhD + Normally have a very strong international background (stages working abroad in prestigious centers) + Research

Teaching positions

Regional Government policy for University Staff planning:

- Assess the teaching needs of each Faculty/Department: Are new staff positions needed?
- Objective criteria:
 - Teaching ratio: Number of hours to be taught per year / Teaching capacity of the existing staff
 - Foreseeable future teaching needs (retirements, increase of the teaching needs...)
- The creation of new teaching positions require authorization from the Regional government

Access / Promotion:

- Access: there is a need for more staff
- Promotion: right of the staff to get promoted once that he/she fullfills the requirements

Selection procedures for tenured positions

From Junior Lecturer on

Certification from the Quality Evaluation Agency:

- Civil servants: only the National Agency: ANECA
- No civil servants: ANECA or regional quality assessment Agency (e.g. DEVA in Andalusia)
- Administrative proceeding to get the official recognition that the requirements to carry out the teaching and research activity for a certain level are met

Public open call examination by appointed Committee

- Junior Lecturer: only evaluation of the resumé and adequacy to the position: select the best candidate
- Rest of categories: Resumé evaluation + Public exam
- Public exam:
 - CV exposition
 - Teaching Project
 - Research Project

What is considered
by the Quality
Assessment
Agency?





Example for the Certification as a Full Professor in Law

- **4 Fields that can be assessed:**
 - * *RESEARCH*
 - * *TEACHING*
 - * University management
 - * Knowledge transfer: Patents, contracts, professional activity
- **Each category is evaluated:**
 - A – Excellent
 - B – Good
 - C – Fair
 - D – Deficient / E – Extraordinary situation

Possible combinations to get a favourable evaluation

Research	Teaching	Know. Transfer	Univ. Management
B	B		
A	C, E		
B	C	B	
B	C		B
C	B	A	
C	B		A

Research Criteria (1)

- **COMPULSORY REQUIREMENTS:**
 - Books: A: 6 / B: 4
 - Scientific Articles: A: 20 / B: 15
 - Book chapters: A: 20 / B: 15
- **SPECIFIC REQUIREMENTS: (Meet 3 for an A / 2 for a B)**
 - Principal investigator of competitive projects with a min. duration of 3 years
 - Direction or Principal Investigator of an active and consolidated research group
 - PhD supervision
 - Direction of scientific or academi conferences
 - Outstanding intervention in international or national prestigious conferences
 - Direction of the scientific board of research journals
 - Member for more tan 2 years of the deditorial or scientific board of a research journal
 - Member of doctoral disertations / staff access exams committees
 - Work as an evaluator for national or international scientific agencies
 - Internatioanl or national relevant research awards or recognitions
 - 3 positive evaluated periods of research of 6 years (SEXENIOS)

Research criteria (2)

- **COMPLEMENTARY REQUIREMENTS:** Meet 10 to get an A / 6 to get a B
 - Additional books, articles and book chapters
 - Relevant intervention in conferences organized by an independent organization
 - 8 presentations of research at conferences
 - Full-time member of the research team of a research project (at least 2 years)
 - Member of the team of research quality research contracts
 - Post-doctoral research stays abroad
 - Evaluation of articles or projects
 - National or international research awards
 - Other merits

Teaching criteria

- **COMPULSORY REQUIREMENTS:**

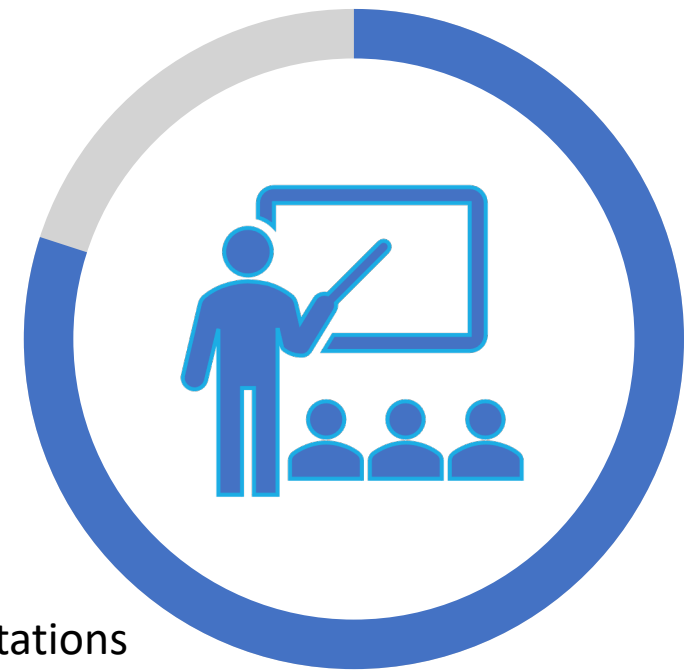
- 11 years full-time teaching (min. 1.300 hours)

- **SPECIFIC REQUIREMENTS:** (2 for B, for A + 80%)

- Supervision of PhD dissertations
- Relevant courses in independent centers with external quality assessment
- Group of professors teaching coordination
- Principal Investigator of Educational Innovation Projects
- Teaching coordination of groups of students (practices, movility...)

- **COMPLEMENTARY REQUIREMENTS (4)**

- Additional supervision of PhD dissertations
- Supervision of 4 Master's thesis
- Teaching in international prestigious centers
- Postgraduate teaching in a different University
- Teaching in another language in a spanish University
- Member of Educational Innovation Projects
- Author of teaching materials
- Teaching excellence awards
- Teaching stays in relevant centers getting grants for that
- 4 Presentations in Teaching conferences
- Online courses in relevant platforms



University management

	A	B
Vice-president; General Secretary; Faculty Dean, Manager... (University level)	8 years	4 years
Deputy President; Deputy Vice- President; Depart. Director... (University level)	12 years	8 years
Vice-Dean; Faculty Secretary; Departm. Secretary... (Faculty Level)	12 years	



Knowledge transfer

PATENTS, CONSULTING CONTRACTS, PUBLIC
ADMINISTRATION WORK...

A person is shown from the waist down, wearing a light-colored shirt and dark pants, sitting at a desk. They are holding a red pencil and writing on a document. The desk is covered with several papers, some of which feature colorful pie charts and bar graphs. A laptop is visible on the left side of the desk, displaying a similar chart. The background is a window with a grid pattern, suggesting an office or laboratory setting. The overall scene is dimly lit, with a soft, warm glow.

Some remarks about research in Spanish Universities



Different levels and programs

European Research Plans:

- European Research Council: Starting Grants, Consolidation Grants...
- Marie Skłodowska-Curie
- Erasmus+ projects: KA203; European Universities...

National Research Plans:

- National Projects: Basic research / Society Challenges:
 - Health, Demographic changes and welfare
 - Bioeconomics: primary and forestal production systems sustainability, safety and food chain, sea research and bioproducts
 - Sustainable, intelligent, connected and integrated transport
 - Climate change and the use of resources and raw materials
 - Social sciences and humanities; science with and for society
 - Digital economics, society and culture
 - Safety, security and defense



Other plans

- **Regional research plans:**
 - Priorities
 - Creation of consolidated research groups
- **University research plans:**
 - Foster the research careers of the staff
 - Promote the successful participation in other research plans
 - Promote:
 - Staff movility
 - Participation in conferences
 - Incorporation of new researchers
 - ...





Thank you very much!

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