

**Academic Careers in the Social Sciences and Humanities  
- National Comparisons and Opportunities  
EUI, Florence, 30th November 2007**

# **Academic career in Spain**

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# A brief historical summary

- **A typical Napoleonic model until 1983**
  - Universities as part of the State
  - National degrees
  - National bodies of professors, civil servants.
  - No real academic career
- **1983: the LRU**
  - Universities became autonomous
  - Depending on regional governments
  - But, ...still national bodies of civil servants professors and many other regulations
- **2001: the LOU**
  - Slight changes trying to improve the LRU, ...but with no real consequences.
- **2007: reform of the LOU**
  - No big changes... apart of no more national degrees

# The positive facts

- **A mass and open higher education system (around 50% of cohorts entering higher education)**
- **Financing:**
  - An important increase in funding (from 0.5% in 1982 to 1.2% GDP currently)
  - Financial models related to performance and objectives
- **A tremendous increase in research production (from 0.8% to 2.8% of the world scientific publication “share”) due to**
  - A system of incentives for individuals
  - Competition for research funds

# The negative facts

## ■ A poor model of university governance

- Autonomy granted to the “university community” instead to the institution
- Universities governed by big councils at all levels
- Increasing power of the “academic oligarchy”
- Lack of definition of public policies
- Weak market trends
- Lack of institutional competition

## ■ An inadequate status of the academic staff

- Professors (majority of staff) are civil servant
- The rest...waiting for entering the civil-servant ladder
- Positions related to teaching duties
- Lack of competition after the initial period

# Civil-servant positions

- **Associated professor (*profesor titular*)**
- **Full professor (*catedrático*)**
- **Common conditions**
  - Doctors
  - Minimum: 51% of academic staff in each university
  - Full capacity for teaching and research
- **Differences:**
  - Salary
  - Rectors should be “*catedráticos*”

# Non civil-servant positions

- **Interns (*becarios*)**
  - Not a real labour position
- **Assistant (*profesor ayudante*)**
  - 1 to 5 years
  - 60 teaching hours
- **Doctor Assistant (*profesor ayudante doctor*)**
  - 1 to 5 years
- **Doctor Contracted (*profesor contratado doctor*)**
  - Regular labour contract
  - Full capacity for teaching and research
- **Associated teacher (*profesor asociado*)**
  - External professionals
  - Temporary but renewable
- **Visiting, emeritus...**

# Numbers (aprox)

<b>Civil servants</b>	Full Prof.	9,000	<b>52,000</b>
	Ass. Prof	43,000	
<b>Other tenured</b>	Contracted Dr.	2,000	<b>10,000</b>
	Colaborador	2,000	
	Prof. Priv. univ.	6,000	
<b>Non tenured</b>	Assistant Dr.	4,000	<b>38,000</b>
	Assistant	12,000	
	Associated	22,000	
<b>Total</b>			<b>100,000</b>
<b>No labour positions</b>	Interns	20,000	

# Salaries (aprox.)

Full Prof.	50,000
Asso. Prof	44,000
Associate	30,000 – 4,000
Assistants	30,000 – 15,000

**In fact, total salary depends on initiatives at individual level**

- Positive: many initiatives
- Negative: forgetting basic duties?



# Promotion, civil servants

- **1983-2001:**
  - Commissions (2 internal + 3 external) in a public concourse
  - Percentage of “winners” among internal candidates reached 95%
- **2001-2007:**
  - External “habilitation” (in public concourse) was required for being a candidate
  - Internal commission decides among candidates
- **2007-.....:**
  - External “accreditation” (assessment of CVs) by national commissions will be required for being a candidate
  - Internal commission decides among candidates

# Promotion for non civil servants

## ■ 1983-2001:

- Internal commissions selected new people and promoted them based on “number of years”, “good relations” and, to some extent, ... merits.

## ■ 2001-...:

- External “accreditation” (assessment of CVs) is required for being a candidate
- Quality agencies (national and regional) are in charge
- Internal commission decides among candidates

# Main problems I: Growth and decline

## ■ Two facts:

- Number of students in Spanish universities

1980: 650,000

1995: 1,600,000

2007: 1,400,000

- Close link between positions and teaching load

## ■ Consequences:

- Academic staff quite old:

- Average age of tenured staff: 49 years

- Average age of non-tenured staff: 43 years

- No room for new people

- An inverse pyramid of merits

- Average number of “sexenio” for FP is lower than 2 and less than 1 for AP

- Accreditation commissions require one “sexenios-equivalent” for a positive assessment of young people

# Main problems II:

## Too many “employers” with no full responsibility

### ▪ Central government

- Legal framework, promotion criteria, research incentives
- Salaries, working conditions of professors

### ▪ Regional governments

- Pay the role, productivity incentives,...
- Rules of contracted personnel

### ▪ Universities (in fact, departments or dominant groups)

- Select new personnel
- Promotion

# Main problems III

## Lack of accountability

### ■ Institutional level

- Department decide about members
- But there is no assessment at department level
- So, ...bad colleagues improve my individual chances of promotion!!

### ■ Individual level

- Positive assessment have scarce consequences (some prestige and a little of money)
- Negative assessment has no consequences

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# Post-doc opportunities in Spain

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# Some initial (and explicative) data

	<b>% GDP- R&amp;D</b>
<b>USA</b>	<b>2.8</b>
<b>EU</b>	<b>1.8</b>
<b>Spain</b>	<b>1.2</b>
<b>Objective 2010 (EC)</b>	<b>3.0</b>

	<b>% GDP-HE</b>
<b>USA</b>	<b>2.9</b>
<b>EU</b>	<b>1.3</b>
<b>Spain</b>	<b>1.2</b>
<b>Objective 2010 (DG EAC)</b>	<b>2.0</b>

# Post-doc opportunities

## ■ Grants

- National
- Regional
- Private
- Based on projects

## ■ Ramón y Cajal Programme (national)

## ■ Juan de la Cierva Programme (national)

## ■ Other equivalent regional programmes



# Grants

## Specific call for residents outside Spain

- **950 grants**
- **For EU citizens**
- **At least 50 for other nationalities**
- **Around 1500 eur/month (net)**

# Ramon y Cajal Programme

- Recruitment of postdoctoral researchers by R&D centres.
- Co-funding from the institutions benefiting from the programme
- A maximum of 250 contracts to applicant institutions in 2007.
- The contracts must have a duration of five years, or more.
- A minimum annual gross salary of 32,600 euros.
- The researchers get additional funding for first research activities (€15,000).
- Applicants must have been awarded a PhD within the previous ten years.
- Candidates should have undertaken research placements at R&D centres other than those included in this programme for a period of at least twenty-four months after having obtained their PhDs, or to have been fully awarded PhDs in foreign universities and have worked at least 24 months after getting their PhD degree.

# Juan de la Cierva Programme

- To hire PhD scholars to work at R&D Centres in Spain.
- Number of contracts in 2007: 350.
- Contract characteristics:
  - Contract period: 3 years.
  - Minimum annual gross remuneration: 24.750 €.
- The PhD degree must have been obtained 3 years before
- They should comply with one of the following mobility requirements:
  - If they want to incorporate into an I+D Center other than the one where they worked while writing their thesis, they must have worked at I+D Centers different from the one they have chosen for this project for at least 12 months after getting their degree.
  - If they want to work at the same I+D Center where they worked while writing their thesis, they must have worked at I+D Centers other than this one for at least 24 months after getting their degree.
  - The researchers that have been fully awarded PhDs in foreign universities will be able to join any R&D Centre

# Ten reasons for not returning to Spain

1. **No real scientific career**
2. **Scarce possibility of getting a university tenured position**
3. **Teaching duties are heavy and unavoidable**
4. **Difficulties for setting up a research group**
5. **No basic funding for research groups**
6. **Bureaucracy in research activities**
7. **No stable positions apart of the civil servant ones**
8. **Scientific production scarcely awarded**
9. **Lack of support-staff**
10. **...and a long list of additional reasons**