

Department of Spanish, Modern and Classical Languages

II. Part-time lecturer

II.1. General assessment grid

A	B	C	D	E	F	Total
Professional activity	Life long learning	University teaching	Research activity	Additional merits	Skill Set	
30	15	10	10	10	25	100

II.2. Assessment items

A. Professional activity (30 points)

Professional activity within fifteen years prior to the date on which the call is published shall be counted, other merits can be counted in section E. Additional Merits.

Assessment	Correction Factor Application
Professional activity not linked to teaching, certified by means of an official employment history report, will be entered in this section. It will be valued with a maximum of 1 point (per year). The degree of suitability will be established according to the set of documentation provided by the candidates in relation to their activity.	<p>The alignment shall be assessed in terms of the correlation between the candidate's submitted documentation, previous experience and responsibilities in previous positions, and the teaching profile for the position. The classification by fields of knowledge or fields of study set out in Royal Decree 822/2021 (BOE no. 233 of 29th September 2021) ¹ or, where applicable, new legislation replacing it, shall be taken as a point of reference.</p> <p>The following factors shall be applied:</p> <ul style="list-style-type: none">· Factor 1. Documentation, previous experience and responsibilities match the teaching profile for the position.

¹ The recruitment committee may establish the level of equivalence of any qualifications that are not adapted to Royal Decree 822/2021, or which are not registered in a specific area.

- Factor 0.5. Documentation, previous experience and responsibilities do not match the teaching profile for the position, but there's some correlation.
- Factor 0. Documentation, previous experience and responsibilities do not match the teaching profile for the position.

B. Life long learning (15 points)

Merits (courses, seminars, activities, etc.) linked to the professional activity (degree or functions) that respond to an improvement or update of the competences and the contents that may influence an improvement in teaching will be valued here. Training that does not meet these criteria may be computed in section E. Additional Merits.

Assessment	Correction Factor Application
This will be assessed based on the number of training hours received. This section may include courses taught by open university institutions, public administrations, professional associations and research institutions, or similar. The corresponding certificate or diploma must state the number of hours. A maximum score of 0.01 points for every ten hours will be awarded.	The following factors shall be applied: <ul style="list-style-type: none">· Factor 1. If the training involves an improvement in the skills or knowledge required by the specialization to be covered.· Factor 0.5. If it is considered that the training can contribute to improve some aspects related to the teaching to be taught.· Factor 0. If the training is not related to the job held or the skills and knowledge required.

C. University teaching (10 points)

Teaching activities on official undergraduate or postgraduate degree programmes that ended or started within ten years prior to the date on which the call is published shall be counted. Other teaching activities may be counted in section E. Additional Merits.

Correction Factor Application

The alignment shall be assessed in terms of the correlation between the candidate's submitted qualification and the teaching profile for the position. The classification by fields of knowledge or fields of study set out in Royal Decree 822/2021 (BOE no. 233 of 29th September 2021) ² or, where applicable, new legislation replacing it, shall be taken as a point of reference.

The following factors shall be applied:

- Factor 1. Where two conditions are met: a) the teaching experience submitted as a merit matches that of the teaching profile, or is equivalent to it; and b) it includes one or more subjects matching those on the profile
- Factor 0.5. The submitted qualification neither matches that of the teaching profile nor is it equivalent to it, but it includes more than two subjects matching those on the profile
- Factor 0.25. The submitted qualification is in the same fields of knowledge or field of study, but it is not linked to the degree programme where teaching is to be provided
- Factor 0. The submitted qualification is in a different field of knowledge or field of study.

Assessment

Candidates shall submit the specific number of teaching hours, stating the subject name, programme and teaching year. Teaching certificates issued by the relevant body in the subject area or equivalent for overseas university centres shall be accepted. The certificate must specifically state the direct teaching hours. If not, these merits shall not be assessed by the committee.

Teaching on official master's programmes: up to 0.2 points for every 10 hours of direct teaching.

Teaching on programmes that lead to official university qualifications (diploma, five-year or three-year undergraduate degrees): up to 0.1 points for every 10 hours of direct teaching.

Indirect online teaching may be assessed by the committees where they deem it appropriate (UNED, UOC and similar) with up to 0.01 points for every 10 hours of indirect teaching. In this instance, the teaching certificate issued by the corresponding body may be given as ECTS credits, with 1 ECTS credit being worth 10 hours, except where the certificate states otherwise.

² The recruitment committee may establish the level of equivalence of any qualifications that are not adapted to Royal Decree 822/2021, or which are not registered in a specific area.

D. Research activity (10 points)

Those published within ten years prior to the date on which the call is published shall be counted. Other publications can be counted in section E. Additional Merits.

Correction Factor Application

The area or field of the submitted publication—as opposed to those of the journal or publisher—shall be considered. In order to apply the correction factors, the classification by areas of knowledge, committees and branches of knowledge established by ANECA shall be taken as a reference. The following factors shall be applied:

- Factor 1. The merit matches the research profile
- Factor 0.5. The merit matches one of the related areas or specialisations under the same committee
- Factor 0.25. The merit matches the branch of knowledge
- Factor 0. The merit does not match the branch of knowledge.

Assessment

Published work shall only be assessed where it is accredited by a full copy of the published text, front cover, credits page of the publication (ISBN, etc.) and the Table of Contents. Candidates shall submit the quality indicators and indexation for each publication and the corresponding publisher both in their submitted CV and supporting documentation, including the calendar year of publication or, failing this, using a two calendar-year timeframe as a reference.

Publications that do not align with these categories shall only be assessed where similar quality indicators are provided.

Articles in high-impact journals: maximum 1 point per article based on the impact factor

Databases	Position	Score
Articles in journals with the FECYT quality seal or in JCR, SJR, Scopus, ERIHPlus, Emerging Citation Index, CIRC, Carhus+, MIAR, RESH, Latindex, DICE, ISOC, ANEP and similar (corresponding to the year of publication)	Prominent position in the corresponding database category	up to 1 point

Articles in journals with the FECYT quality seal or in JCR, SJR, Scopus, ERIHPlus, Emerging Citation Index, CIRC, Carhus+, MIAR, RESH, Latindex, DICE, ISOC, ANEP and similar (corresponding to the year of publication)	Non-prominent position in the corresponding database category	up to 0.5 points
Not indexed in similar databases but amply justifying similar quality criteria and indexation		up to 0.25 points
Not indexed in similar databases and not amply justifying similar quality criteria and indexation		0 points

The committee may assess other journal articles in this section through similar indices and criteria inherent to the area of knowledge.

Book chapters in high-impact book publishers: maximum 0.5 points per chapter based on the reputation of the publisher

Databases	Position	Score
SPI or IE-CSIC (corresponding to the year of publication)	Publishers in a prominent position in the corresponding database category	up to 0.5 points
SPI or IE-CSIC (corresponding to the year of publication)	Publishers in a non-prominent position in the corresponding database category	up to 0.25 points

The committee may assess the merits in this section through other similar databases to SPI or IE-CSIC that are inherent to the area of knowledge.

Authoring books for high-impact book publishers: maximum 2 points per book based on the reputation of the publisher

Databases	Position	Score
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SPI or IE-CSIC (corresponding to the year of publication)	National or international publishers and a prominent position in the corresponding database category	up to 2 points
SPI or IE-CSIC (corresponding to the year of publication)	National or international publishers and a non-prominent position in the corresponding database category	up to 1 point
National and international publishers that are not included in SPI or IE-CSIC		up to 0.25 points

The committee may assess the merits in this section through other similar databases to SPI or IE-CSIC that are inherent to the area of knowledge.

Correction factor according to number of authors

If the number of authors for a publication is above the average for authors in a specific discipline (<http://www.coauthorindex.info/layout.php?id=metodo>), the committee may divide the merit score by two.

Correction factor according to author position (for publications with more than one author)

At the discretion of the committee, the following additional correction factors may be applied based on the order of the authors:

Three authors:

Position as first author or 'corresponding author': no correction factor.

Position as second author: the merit score is multiplied by 0.5.

Position as third author: the merit score is multiplied by 0.75.

Over three authors:

The committee shall assess each instance using similar criteria.

E. Additional Merits (10 points)

Aplicación del factor de corrección

Para los méritos acreditados en el subapartado “Otros méritos docentes” se aplicarán los factores de corrección establecidos en el apartado F (Actividad docente universitaria).

Para los méritos acreditados en el subapartado “Otros méritos de la actividad investigadora” se aplicarán los factores de corrección establecidos en el apartado E (Publicaciones).

Para los méritos acreditados en el subapartado “Otros méritos” no se aplicarán factores de corrección.

Para los méritos acreditados en el subapartado “Actividad profesional, formación, actividad docente universitaria y actividad investigadora previa” se aplicarán los factores de corrección establecidos en cada sección y posteriormente se aplicará un factor de corrección adicional de x0,5 puntos a la puntuación total resultante obtenida en este subapartado.

Correction Factor Application

The correction factors established in section C (‘University Teaching’) shall also be applied to any merits submitted under the ‘Other Teaching Merits’ sub-section.

The correction factors established in section D (‘Research Activity’) shall also be applied to any merits submitted under the ‘Other Research Merits’ sub-section.

No correction factors shall be applied to merits submitted under the ‘Other Merits’ sub-section.

For merits submitted under the sub-section ‘Previous Professional Activity, Life Long Learning, University Teaching and Research Activity’ the correction factors established in each section shall be applied, and an additional correction factor of x 0.5 points shall subsequently be applied to the global score awarded in this sub-section.

Assessment

Other Teaching Merits

Only those awarded within ten years prior to the date on which the call is published shall be counted in the sub-section.

Criteria

Candidates shall submit the corresponding accreditation certificate or diploma (duly signed and stamped) and for teaching publications and conferences, at least a summary or abstract thereof, in order to be able to assess the relevance of the submission within the teaching and research profile for the position.

Score

Teaching quality. Positive student evaluation: 0.2 points for each positive evaluation (7 out of 10 points or above) up to a maximum of 1 point for this activity. These merits must be accredited by an official certificate issued by the relevant body for the matter that states the score awarded.

Teaching on university-specific qualifications (expert, specialist and master's programmes): up to 0.05 points for every 10 hours of direct teaching (and up to 1 point for this activity).

Master's thesis tutoring on official or university-specific qualifications: 0.2 points for each passed thesis, up to a maximum of 0.6 points for the activity. These merits must be accredited by an official certificate issued by the Secretary's Office of the corresponding service (postgraduate or similar) that states the score awarded.

Final degree project tutoring on official or university-specific qualifications: 0.1 points for every 3 passed projects, up to a maximum of 0.3 points for the activity. These merits must be accredited by an official certificate issued by the Faculty Secretary's Office that states the score awarded.

Teaching on open university courses (ICE, UOM, SAC, IRIE or similar): up to 0.025 points for every 10 hours of direct teaching, and up to 1 point for this activity. These merits must be accredited by an official certificate issued by the centre or service that states the number of hours for each taught course.

Participation in pedagogical innovation projects: Each project will be counted based on the number of hours and the degree of dedication with a maximum of 0.2 points per project (and up to 1 point for this activity).

Teaching publications and material published by reputed publishers: up to 1 point per publication based on the publisher's impact factor and renown. (The merits for this activity are worth up to a maximum of 2 points).

Other Research Merits

Only those awarded within ten years prior to the date on which the call is published shall be counted in the sub-section.

Criteria

Published work shall only be assessed where it is accredited by a full copy of the published text, front cover, credits page of the publication (ISBN, etc.) and the Table of Contents. Candidates shall submit the quality indicators and indexation for each publication and the corresponding publisher both in their submitted CV and supporting documentation, including the calendar year of publication or, failing this, using a two calendar-year timeframe as a reference.

Publications that do not align with these categories shall only be assessed where similar quality indicators are provided.

In the assessment of these contributions, each commission may apply correction factors depending on the number of authors and their position.

Score

Editing books for high-impact book publishers: maximum 0.75 points per book based on the reputation of the publisher

Databases	Position	Score
SPI or IE-CSIC (corresponding to the year of publication)	National or international publishers and a prominent position in the corresponding database category	up to 0.5 points
SPI or IE-CSIC (corresponding to the year of publication)	National or international publishers and a non-prominent position in the corresponding database category	up to 0.25 points
National and international publishers that are not included in SPI or IE-CSIC		0 points

The committee may assess the merits in this section through other similar databases to SPI or IE-CSIC that are inherent to the area of knowledge.

Translations and critical editing will be assessed based on their length, the publisher and the field of publication. Maximum 1 point per book based on the reputation of the publisher

Databases	Position	Score
SPI or IE-CSIC (corresponding to the year of publication)	National or international publishers and a prominent position in the corresponding database category	up to 1 point

SPI or IE-CSIC (corresponding to the year of publication)	National or international publishers and a non-prominent position in the corresponding database category	up to 0.5 points
National and international publishers that are not included in SPI or IE-CSIC		0 points

The committee may assess the merits in this section through other similar databases to SPI or IE-CSIC that are inherent to the area of knowledge.

Organising conferences and academic activities

Each participation shall be scored with a maximum of 0.1 points, up to 0.3 points for this activity. Only signed and stamped accreditation documents issued by the organising institution for the event shall be accepted.

Other Merits

Only those awarded within ten years prior to the date on which the call is published shall be counted in the sub-section.

Criteria

Only accreditation documents issued by the relevant body in the matter (signed and stamped) shall be accepted as proof of the merits set out in this section.

Score

Specialised courses or supplementary training. This activity will be assessed based on the number of training hours received. This section may include courses taught by open university institutions, public administrations, professional associations and research institutions, or similar. The corresponding certificate or diploma must state the number of hours. A maximum score of 0.01 points for every ten hours will be awarded (and up to 1 point).

Languages. Only language certificates for B2 level or above shall be considered. They shall be accredited by official certification. Language certification awarded as part of the degree course relating to the position shall not be considered. This item will be worth a maximum of 0.1 points per language (and up to 0.5 points for this activity).

Awards. A maximum of 0.5 points will be awarded to extraordinary degree/final degree project, master's and PhD awards.

Other qualifications. Undergraduate degrees (three- or five-year) and additional postgraduate/PhD qualifications, other than those required to apply for the position, shall be assessed up to a maximum of 0.5 point per additional qualification (and up to 1 point for this activity).

Conference papers: up to 0.2 points per conference based on its reputation (and up to a maximum of 0.8 points for this activity). Candidates shall submit the corresponding accreditation certificate or diploma (duly signed and stamped) and at least a summary or abstract of the presentation.

Previous Professional Activity, Life Long Learning, University Teaching and Research Activity

For merits submitted under the sub-section 'Previous Professional Activity, Life Long Learning, University Teaching and Research Activity' the correction factors established in each section shall be applied, and an additional correction factor of x 0.5 points shall subsequently be applied to the global score awarded in this sub-section.

F. Skill Set (25 points)

A qualitative assessment of each candidate shall be performed through individual interviews. The recruitment committee shall award candidates a global score for each block, on the basis of the items it deems appropriate, and after assessing the alignment of the candidates' submitted merits with their skills. The assessment procedure for this section shall be established in the call terms and conditions.

Block 1. Candidates' suitability to integrate in the unit they would join (up to 10 points):

- Suitability with regard to the organisational unit they would join
- Abilities and level of motivation with regard to the unit's academic project
- Teamwork skills
- Level of attainment of research and teaching skills ensuring they pass the intermediate assessment three years after award of the contract
- Level of attainment of research and teaching skills ensuring they attain higher level accreditation after the first five years of the contract
- Guarantee that they will be able to fulfil the contract for as long as it runs
- Alignment of the submitted merits with the position
- Other parameters the committee may deem necessary (to be included in the assessment scale record).

Block 2. Candidates' suitability with regard to the teaching linked to the position's area and specialisation (up to 5 points):

- Teaching organisation skills
- Mastery of the content and skills pertaining to the area of knowledge to which the teaching is assigned
- Knowledge of the Catalan language or the possibility of speaking it fluidly within two years
- Level of involvement in teaching
- Teaching innovation skills
- Presentation skills
- Explanatory skills
- An ability for synthesis
- An ability to collaborate with other teaching and research staff (PDI)
- Other parameters the committee may deem necessary (to be included in the assessment scale record).

Block 3. Suitability of the candidates' research skills with regard to the research areas of the position (up to 5 points):

- Scientific quality and productivity
- Suitability of their skills with regard to the unit's areas of research and the research profile
- A possibility of participating in or managing research projects
- A possibility of undertaking stays
- An ability to apply research skills effectively
- Mastery of the necessary research tools
- Relevance of the research areas within the general context of the area of knowledge
- Foreseeable medium- and long-term results in the area of research
- Level of innovation they may contribute in the area of research
- Other parameters the committee may deem necessary (to be included in the assessment scale record).

Block 4. Candidates' suitability with regard to the UIB's rules of peaceful and respectful coexistence (up to 5 points):

- The committee considers that the candidates' attitudes and values suit the academic and scientific parameters required by the UIB
- The committee considers that the candidates' attitudes and values are in line with the democratic values of respect and promotion of equality, democracy and transparency
- The committee considers that the candidates' attitudes and values do not or will not conflict with the UIB's rules of peaceful and respectful coexistence.

Candidates submitting any of the preferred merits set out in Organic Law 2/2023³ shall automatically be awarded the maximum score for blocks 1 and 3 in this section; i.e., a total of 15 points.

Recruitment Call

The recruitment proposal produced after applying the recruitment criteria and awarding each candidate a score shall be governed by the following rules:

- Between 0 and 40 points. Candidates who have been awarded a score within this range shall not be recruited. This notwithstanding, the recruitment committee may write a reasoned report proposing that a candidate within this range be recruited, where it deems that said candidate's merits and skills serve as guarantee that they will be able to fulfil the tasks inherent to the contract.
- Between 41 and 80 points. The committee may propose as many candidates as it deems appropriate to ensure that the position is filled.
- All candidates exceeding 81 points out of 100 shall be proposed for recruitment, taking their scores as a basis (from highest to lowest).
- Candidates who have obtained a score below 12 in section F or have not been awarded a score in block 4 may be excluded by the committee.

In the event of calls to foster stable employment, candidates who have taught for 5 of the last 7 years as part-time lecturers in the area of knowledge and specialisation of the position, and have not received any negative report, shall automatically be awarded the maximum score for blocks 1 and 2; i.e., a total of 20 points.

Promoting equity between teaching and research staff

In compliance with article 65.1 of Organic Law 2/2023, the time limit established in the hiring criteria provided for in articles 1 and 3, will be extended in the event that the candidate duly justifies situations such as maternity leave or paternity leave,... among other situations referred to in the aforementioned legislation.

³ To hold the ANECA accreditation or AQUIB accreditation for the position of Assistant Lecturer with a PhD or higher, or have developed teaching activities in Spanish public universities for at least five academic years of the last seven years in the position of part-time lecturer or other contracts of equal duration as stated in the Organic Law 6/2001, of December 21.