

**AGENCY FOR QUALITY ASSURANCE
IN THE GALICIAN UNIVERSITY SYSTEM (ACSUG)**
Annual Report 2014





Index

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ACSUG is a full member of ENQA



ACSUG is a registered EQAR member



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ACSUG has implemented an AENOR certified Quality and Environmental Management System which meets the ISO 9001:2008 and ISO 14001:2004 Standards. Our Environmental Management System has been verified by EMAS (European Eco-Management and Audit Scheme).



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The Agency for Quality Assurance in the Galician University System (ACSUG) was founded in 2001 with the primary mission of supporting the improvement of quality standards in the Galician University System (SUG).

As the body responsible for monitoring and evaluating the quality of universities, ACSUG has made the smooth running of the internal operation of the organisation a priority to ensure its tasks are performed effectively and efficiently. To achieve this it has continued to work on improving its internal management system and its working methods throughout 2014. One aspect we have given prominence to is conducting a more systematic measurement of the satisfaction of all ACSUG stakeholders.

ACSUG has continued, over 2014, to carry out the tasks that were implemented previously and continued to strive towards improving quality in the Galician universities. These activities include the verification and monitoring of university qualifications; the certification of the university institutions' quality assurance systems; the various appraisal procedures for university teaching staff; conducting labour market integration surveys; assessing the research undertaken in the universities; etc.

Amongst the new activities we have begun this year, is the process of renewal of the accreditation of university qualifications, as well as the evaluation and monitoring of quality assurance of higher education in the arts.

ACSUG is a member of the Spanish Network of University Quality Agencies (REACU) and is one of the agencies participating in the University Committee for the Regulation of the Monitoring and Accreditation of University Qualifications (CURSA). This committee undertakes vital work in the design and introduction of methodologies for the assessment of official university qualifications.

In 2014 ACSUG successfully completed the external evaluation process undertaken by the European Association for Quality Assurance in Higher Education (ENQA) of which it has been a full member since 2009. This means that ACSUG will continue to be a member of this body until 2019, when it will be subject to a new external evaluation process (member agencies of ENQA are obliged to undertake a periodic evaluation every 5 years).

Since 2010, ACSUG has also been included on the European Quality Assurance Register for Higher Education (EQAR) on which other European university quality assurance agencies recognised for their professionalism and credibility are also registered. In 2014, ACSUG renewed its membership of EQAR until 2019.

Since June 2013, ACSUG has also been a member of the European Consortium for Accreditation (ECA). ECA offers its members the opportunity to have a bearing on the mutual recognition of accreditation and be involved in the sharing of good practice in higher education matters.

Other activities in which ACSUG has played a role internationally include the continued assessment of the University Centres of San Martín de Porres University (USMP) and of the Andina Néstor Cáceres Velásquez University (UANCV), both of which are in Peru. It has also established a framework agreement with the University of Guanajuato in Mexico.

We hope that this annual report, which reflects the work and the enthusiasm of the ACSUG staff, will help to inform its readers about the whole range of functions and activities it has undertaken in 2014.

ACSUG mission and vision



ACSUG has published a code of ethics, available publicly, outlining the primary general objectives and strategies that underpin the agency's activities.

An important part of this document relates to the ACSUG Mission and Vision.

MISSION

ACSUG's fundamental mission is to support the advancement of quality improvement in the Galician University System (SUG). To achieve this it undertakes a series of tasks, including the preparation of reports, the evaluation, certification and accreditation of the processes carried out by the Galician universities, particularly those related to teaching, research, the transfer of knowledge and management.

ACSUG provides constant support in collating and channelling information between the universities of Galicia and other institutions and players in society, enabling the SUG to remain up to date and in touch with changing social demands.

VISION

The ACSUG's vocation is to become a benchmark for quality assurance in the higher education institutions of the SUG, and to be recognised in Galicia, Spain and internationally for its independence, transparency and credibility.

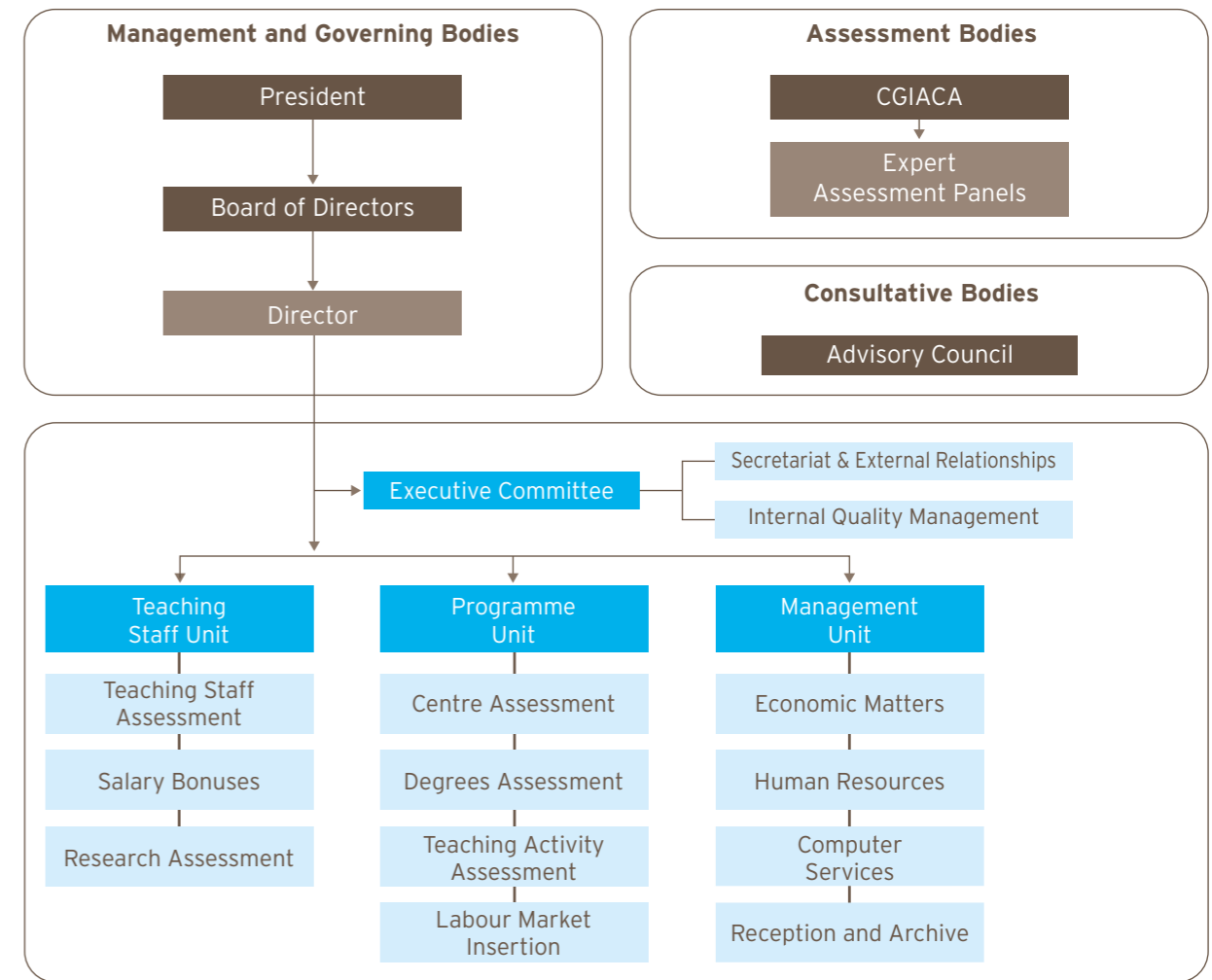
Structure and organisation chart



ORGANISATIONAL STRUCTURE AND HUMAN RESOURCES

ACSUG's institutional structure consists of the governing and management bodies, as well as its consultative and assessment bodies.

ACSUG's governing and management bodies comprise the President, the Board of Directors and the Director.



STRUCTURE AND ORGANISATION CHART

The ACSUG President

Is the institution's highest representative. The functions of the President include calling and chairing Board Meetings, steering the discussions and casting the deciding vote in the case of a tie vote. S/he must also work to ensure that the ACSUG goals are accomplished and that the statutes are complied with.

The Board of Directors

This is the supreme governing, executive and management body. Its tasks include: approving the annual schedule of activities, adopting the most appropriate measures for improving the organisation and operation of the ACSUG and approving the ACSUG budget and its annual accounts.

The members of the Board of Directors include the ACSUG president, representatives from SUG universities and from the Regional Government of Galicia, notable members of the academic, scientific and business communities, SUG students, the president of CGIACA and the ACSUG director. An ACSUG technical officer, without voting rights, acts as secretary.

The ACSUG Director

The Director is the executive body of ACSUG. S/he administrates, organises, manages and inspects the ACSUG's activities in accordance with the Board of Directors' guidelines.

Galician Committee for Reports, Assessment, Certification and Accreditation (CGIACA)

The CGIACA is the highest assessment body of ACSUG and operates with complete independence. It is responsible for issuing reports and for the assessment, certification

and accreditation tasks assigned to ACSUG, which are covered by article 7 of its Statutes. It also performs similar functions in the area of university quality assurance which may be assigned to it by the Board of Directors or by any applicable law or regulations.

The CGIACA acts entirely independently of any other body or institution, adopting the final decisions with regard to the functions assigned to it and for which it is ultimately responsible.

The CGIACA comprises a President, six members of recognised standing within the academic and scientific community and the ACSUG Director, who acts as secretary and as a non-voting member. The CGIACA members act in a personal capacity and entirely independently.

The CGIACA is advised by panels of expert assessors, appointed by the committee itself, who assist it with carrying out its functions. In 2014, a total of 445 expert assessors collaborated, some of whom took part in a number of assessment procedures.

The CGIACA has made publicly available its operational framework; the various procedures and protocols for the assessments, reporting and certifications it approves; the regulations governing its composition, its operational system and the requirements and procedures for appointing the panels of expert assessors approved by the CGIACA.

The Advisory Council

The Advisory Council is the ACSUG's advisory body and is in charge of analysing and deliberating on how the agency operates and the functions it performs. Its functions also include the resolution of controversies that may arise in relation to compliance with the ethical codes or codes of good practice that apply to the procedures and activities undertaken by ACSUG.

Currently, the Advisory Council is chaired by the Director of the ACSUG, and is comprised of eight members, appointed by the Board of Directors, from persons of recognised standing, either nationally or internationally, in the scientific, academic and business fields. The members must be from outside the Galician University System and the presence of business representatives and Galician university students must be guaranteed. An ACSUG technical officer, without voting rights, acts as secretary.

Human resources

ACSUG staff includes the Director, 11 technical officers and 5 administrative staff. On an operational/functional level, ACSUG comprises the following departments:

Management Committee

This is primarily responsible for ACSUG's external relations, for supporting the panels of expert assessors, and for monitoring and ensuring the continuous improvement of internal quality at ACSUG.

Programmes Department

This is primarily responsible for the verification, monitoring, amendments to and accreditation of officially recognised qualifications; for evaluating the design and certification of the internal quality assurance procedures adopted in university centres; for assessing centres outside

STRUCTURE AND ORGANISATION CHART

the Spanish University System (SUE); for developing the university teaching staff appraisal programme (Docentia Programme); and for conducting the labour market integration surveys of SUG graduates.

Teaching Staff Department

This is responsible for the appraisal of university teaching staff prior to their recruitment and for the assignation of salary bonuses associated with the individual merits of the tenured lecturers and temporary lecturers. It also analyses and monitors R&D+i capabilities within the universities and carries out other tasks related to the appraisal of university teaching staff and research groups assigned to ACSUG through various agreements.

Administration Department

This unit comprises the departments responsible for providing support to the rest of the departments, including the general services required by ACSUG in order to carry out its functions.

INTERNAL QUALITY**Internal quality and environmental management system**

As the body responsible for monitoring and evaluating university quality, ACSUG believes that ensuring that the agency operates correctly is essential for it to be able to undertake its functions effectively and efficiently.

ACSUG has therefore implemented an internal management system that complies with the ISO 9001 standard for quality management as well as with the ISO 14001 standard and the EMAS Regulation, both relating to environmental management. The management system is certified externally by AENOR, and ACSUG is currently in the 2012-2015 certification cycle.

STRUCTURE AND ORGANISATION CHART

The following actions for improvement were undertaken during 2014:

- It continued to simplify paperwork and to develop flow diagrams for the procedures of the management system.
- Improvements to the management of IT support.
- A drive towards a more systematic measurement of the satisfaction of users and clients of ACSUG.

In 2015, in addition to giving priority to the processes of measuring and analysing the level of satisfaction of all ACSUG stakeholders, a key objective will be to establish and develop a long-term strategic plan (over 3 or 5 years) for ACSUG, which may lead to a review of its quality and environmental policy, its code of ethics as well as of its mission and vision.

It must also be mentioned that since the current certification cycle of the management system is to conclude in 2015, the ACSUG must undergo an external audit in the first quarter of 2015 to qualify for the renewal of the certification of its system for the following 2015-2018 cycle.

Introduction of other quality assurance and management regulations

ACSUG is constantly striving to introduce any regulation that facilitates continuous improvement and which enhance the performance of its functions. For this reason, we have implemented all aspects of the Spanish Law on Prevention of Risks in the Workplace (LPRL) and the Spanish Data Protection Law (LOPD).

INFORMATION TECHNOLOGY

In 2014, in addition to the work generated by the day-to-day activities at ACSUG, the IT services department also carried out the following tasks:

- Improvements to the application for managing regional bonus payments for curricular excellence.
- Improvements to the application for managing teaching staff accreditation in response to the comments/suggestions from its users (applicants, administrators and assessors).
- Improvements and adjustments to the application that manages the Programme for the Evaluation of the Performance of University Teaching Staff (DOCENTIA Programme). The application has adopted the changes in the manual and the suggestions made by users.
- Adaptation of the applications that manage the evaluation of grants for the consolidation and restructuring programme for competitive research units to the changes made in each annual process.
- Reinstallation of the domain server to adapt it to the new network requirements.
- Updating and extension of the Wi-Fi access points to improve the Agency's connectivity.

FINANCIAL ADMINISTRATION

The 2011-2015 Galician University System Funding Programme contains a specific item to ensure that all ACSUG activities are able to run smoothly. This item is included every year in the Autonomous Community of Galicia budgets.

ACSUG receives other income from the assessment activities it is requested to undertake and which are entered into through collaboration agreements (evaluation of the DOCENTIA Programme, assessment of the merits of the University of Oviedo teaching staff, assessment of various university institutions in Peru, evaluation of R&D+i outside the SUG as requested by the Galician Agency for Innovation, etc.)

STRUCTURE AND ORGANISATION CHART

Through budgetary control, we are aware, at any given moment, of the cost of each of the activities undertaken, which enables us to make forecasts and achieve an efficient, responsible and balanced expenditure of the income received.

Below are details of the expenditure budget for the 2014 financial year:

Income for the financial year	Forecasts	Receivables collected
3. Fees, Public Service fees and Other Income	86.224,46	89.573,07
4. Current Transfers	1.240.000,00	1.232.052,41
5. Property Income	600,00	627,71
Total amount	1.326.824,46	1.322.253,19

Expenditure for the financial year - Financial	Credit	Final Liabilities
1. Personnel Costs	490.874,52	488.885,67
2. Current Expenses on Goods and Services	818.449,94	797.867,06
6. Real Estate Investments	17.500,00	24.335,14
Total amount	1.326.824,46	1.311.087,87

Expenditure for the financial year - Departments	Credit	Final Liabilities
1. ACSUG bodies	82.375,78	59.089,86
2. Quality assessment activities	831.721,33	847.809,39
3. Collaboration with external bodies	99.653,29	101.521,87
4. Administration Department	313.074,06	302.666,75
Total amount	1.326.824,46	1.311.087,87

The annual accounts and the budget settlement are submitted for audit on an annual basis. Once the audit is completed, the documents are forwarded, together with the auditor's report, to the Public Accounts Department of the Galician Regional Government and to the Accounts Committee of Galicia for their information and control.



EVALUATION OF QUALIFICATIONS AND CENTRES

Verification-Modification of officially recognised qualifications

Pursuant to the provisions of articles 25, 27 and 27 bis of Royal Decree 861/2010 of 2 July which amends Royal Decree 1393/2007 of 29 October and the provisions of the Secretariat General of Universities of the Department of Education and University Regulation of the Regional Government of Galicia, ACSUG is responsible for the evaluation of the new study programmes submitted by the Galician University System (SUG) universities prior to their verification by the Council of Universities. It is also responsible for the annual monitoring of the qualifications registered on the Register of Universities, Centres and Qualifications (RUCT) and for the renewal of their accreditation within the period established by the aforementioned regulations.

QUALIFICATIONS ASSESSED BY ACSUG IN 2014

With regard to the qualifications evaluated in the 2013-2014 academic year, in total 24 qualifications were submitted for verification, one of which was unfavourable, and 27 were modifications, all of which were evaluated favourably.

ACTIVITIES AND PROGRAMMES
IMPLEMENTED IN 2014

QUALIFICATIONS EVALUATED BY ACSUG IN THE VERIFICATION AND MODIFICATION PROCESSES									
BRANCH	CYCLE	2014							
		UDC		USC		UVI		TOTAL	
		VER	MOD	VER	MOD	VER	MOD	VER	MOD
Arts and Humanities	Bachelor's Degree	0	0	0	1	1	1	1	2
	Master's Degree	0	0	1	0	1	0	2	0
	Doctorate	0	0	1	0	1	0	2	0
Sciences	Bachelor's Degree	0	0	0	0	0	0	0	0
	Master's Degree	0	0	3	0	1	0	4	0
	Doctorate	0	0	0	1	0	1	0	2
Health Sciences	Bachelor's Degree	0	1	0	5	0	1	0	7
	Master's Degree	0	0	0	0	0	0	0	0
	Doctorate	0	0	1	0	0	0	1	0
Social and Legal Sciences	Bachelor's Degree	0	4	0	0	0	2	0	6
	Master's Degree	3	1	1	1	0	0	4	2
	Doctorate	0	0	1	0	1	1	2	1
Engineering and Architecture	Bachelor's Degree	0	2	1	0	1	2	2	4
	Master's Degree	2	1	0	1	4	1	6	3
	Doctorate	0	0	0	0	0	0	0	0
TOTAL		5	9	9	9	10	9	24	27

Verifications and modifications evaluated by ACSUG in 2014.

ACTIVITIES AND PROGRAMMES
IMPLEMENTED IN 2014

Monitoring officially recognised bachelor and master's degrees

With regard to the qualification monitoring programme, in 2014, ACSUG monitored the Master's courses introduced in the 2011/2012 academic year and the Bachelor's degrees introduced in the 2010/2011 academic year. Overall 92 qualifications were monitored. .

Distribution of qualifications monitored by university, branch of knowledge and teaching method.

QUALIFICATIONS MONITORED BY ACSUG					
BRANCH	CYCLE	2014			
		UDC	USC	UVI	TOTAL
Arts and Humanities	Bachelor's Degree	2	3	0	5
	Master's Degree	1	3	2	6
Sciences	Bachelor's Degree	0	1	3	4
	Master's Degree	0	2	1	3
Health Sciences	Bachelor's Degree	1	6	1	8
	Master's Degree	2	3	0	5
Social and Legal Sciences	Bachelor's Degree	1	6	2	9
	Master's Degree	3	8	10	21
Engineering and Architecture	Bachelor's Degree	10	7	11	28
	Master's Degree	1	1	1	3
TOTAL		21	40	31	92

ACTIVITIES AND PROGRAMMES
IMPLEMENTED IN 2014

University qualification accreditation

At the end of 2013, in anticipation of the upcoming qualification accreditation renewal dates, ACSUG launched a pilot scheme for accreditation renewal with the aim of introducing improvements to future evaluation processes.

In 2014, continuing with the accreditation renewal pilot scheme, visits were made to the 6 centres where the 17 qualifications taking part in the process are taught. In June and July the provisional and final reports on the accreditation renewal were written and forwarded to the centres.

UNI	BRANCH	CENTRE	VISIT	QUALIFICATION
UDC	Social and Legal Sciences	Faculty of Economics and Business	31 March & 1, 2 April	Degree in Business Administration and Management Degree in Business Sciences Degree in Economics Master's in Banking and Finance
	Engineering and Architecture	University College of Industrial Design	24 & 25 March	Degree in Industrial Design Engineering and Product Development
	Health Sciences	Faculty of Health Sciences	26 & 27 March	Degree in Occupational Therapy Master's in Health Care and Research
USC	Arts and Humanities	Faculty of Geography and History	25 & 26 March	Degree in Geography and Land Planning Degree in History Degree in the History of Art
	Sciences	Faculty of Mathematics	18 & 19 March	Degree in Mathematics Master's in Mathematics Master's in Statistical Techniques
UVI	Social and Legal Sciences	Faculty of Social Sciences and Communication	22 & 23 April	Degree in Advertising and Public Relations Degree in Audiovisual Communication Degree in Public Management and Administration Master's in Art Direction in Advertising

Calendar of visits for the qualifications participating in the accreditation renewal pilot scheme.

The 2014/2015 evaluation process prior to the renewal of accreditation was organised in 3 stages in accordance with the following calendar:

Planning of the 2014/2015 accreditation renewal process

Responsible	STAGE I	STAGE II	STAGE III
Application (Uni.)	02.09.2014	12.11.2014	07.01.2015
Self-report and evidence (Uni.)	31.10.2014	12.12.2014	12.12.2014
Visits (ACSUG)	NOV-DEC (2014)	JAN-FEB (2015)	MARCH (2015)
Final Report (ACSUG)	30.01.2015	10.04.2015	05.06.2015
Deadline for Accreditation Renewal (CU)	02.03.2015	12.05.2015	06.07.2015

During **Stage I** and **Stage II** of the process a total of 41 qualifications from 19 centres requested the renovation of their accreditation, and it is expected that in **Stage III**, 25 qualifications from 14 centres will apply overall.

The visits to centres in **Stage I** took place in November and December 2014.

Calendar of visits for the qualifications participating in Stage I of the accreditation renewal process.

UNI	BRANCH	CENTRE	VISIT	QUALIFICATION
USC	Sciences	Faculty of Biology	3 & 4 December	- Master's in Aquaculture - Master's in Neuroscience
	Health Sciences	Faculty of Nursing	24 & 25 November	- Master's in Health Care and Management - Master's in Gerontology
UVI	Social and Legal Sciences	University College of Business Studies (Vigo)	3 & 4 December	- University Master's in SME Management - Graduate in Commerce - University Master's in International Trade
		Faculty of Business Science and Tourism (Ourense)	13 November	- University Master's in Business Creation, Management and Innovation
		Faculty of Education Sciences (Ourense)	9 & 10 December	- University Master's in Multidisciplinary Intervention in Diversity in Educational Contexts - University Master's in Learning Difficulties and Cognitive Processes

**Internal Quality Assurance Systems.
FIDES-AUDIT Programme**

is conducted according to previously established criteria that are published on the ACSUG website.

The certification of the implementation of the IQAS requires an external audit to be conducted by two assessment panels set up specifically for this purpose. The assessment

The panels consist of academic and professional members, as well as students and technical staff from ACSUG.

PANEL 1	PANEL 2
Chair: Antonio López Cabanes	Chief Auditor: Laureano González Vega
Business representative: María Vilas Breijo	Business representatives: Marta González Moldes & Cecilia de la Rosa González
Student: Javier Puga Alonso	Student: Marta López López
Secretary: M ^a Paula Ríos de Deus (ACSUG)	Secretary: M ^a Dolores Castro Pais (ACSUG)

In November 2013 the announcement was published calling for applications to take part in the IQAS implementation certification process.

- Higher Technical College of Mining Engineering: Favourable
- Faculty of Law: Pending review of paperwork (1st half of 2015)
- Faculty of Business Science and Tourism: Unfavourable
- Higher Technical College of IT Engineering: Favourable

12 centres submitted applications (6 from UDC and 6 from UVI) and the result is as follows:

UDC:

- University College of Industrial Design: Pending review of paperwork (1st half of 2015)
- Faculty of Health Sciences: Favourable
- Faculty of Sports and Physical Education Sciences: Favourable
- Polytechnic University College: Pending review of paperwork (1st half of 2015)
- Faculty of Education Sciences: Favourable
- University College of Nursing: Favourable

The official announcement for 2015 was published in September 2014, with the period in which applications could be submitted for taking part in the IQAS implementation certification process closing the following month. 4 centres submitted applications (2 from UDC and 2 from UVI).

UDC:

- Faculty of Science
- Faculty of Physiotherapy

UVI:

- Faculty of Physiotherapy: Pending review of paperwork (1st half of 2015)
- Faculty of Languages and Translation: Favourable

UVI:

- University College of Business Studies
- Faculty of Legal and Labour Sciences

ASSESSMENT OF TEACHING STAFF

to the recruitment of teaching staff by the universities of the Galician University System (SUG).

Assessment and report prior to recruiting university teaching staff to the SUG universities

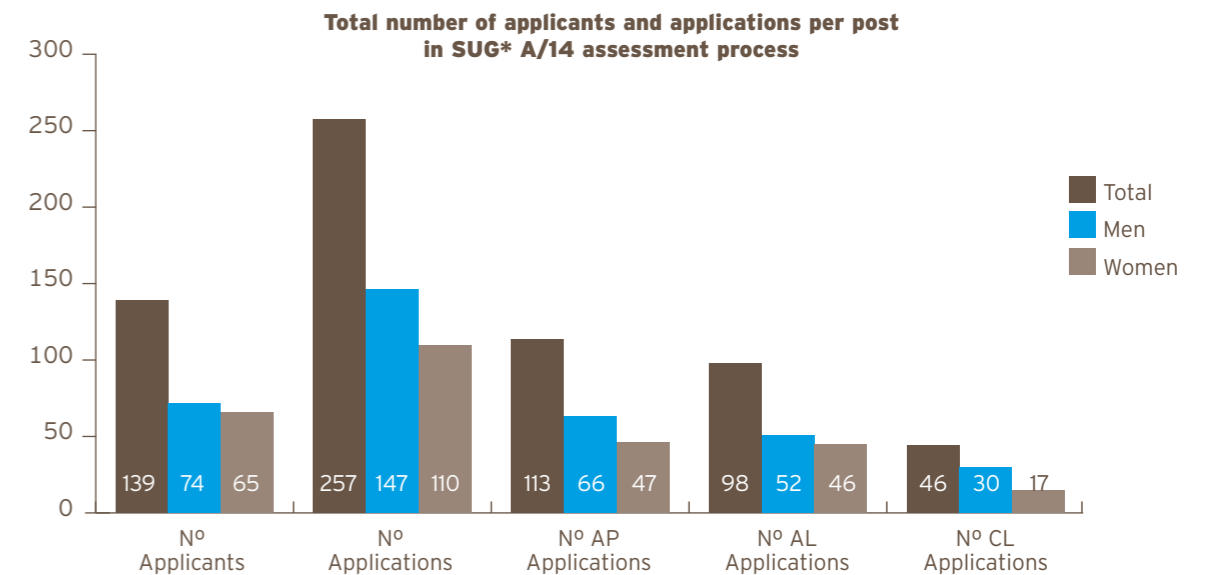
On this occasion, a new admission requirement was introduced: the applicant must pay the fees in advance. This new requirement aims to make the applicants better prepared when selecting the posts they wish to apply for. This was one of the reasons why the number of applicants has fallen this year compared with previous years.

Following what has become the usual procedure in recent years, in 2014, the annual invitation for assessment prior to the recruitment of university teaching staff took place:

- Resolution of 7 May 2014 by the ACSUG President approving the ordinary invitation for assessment prior

Shows the total number of applicants and applications per post. (CD: Associate Lecturer, AD Assistant Professor, UP: Private University)

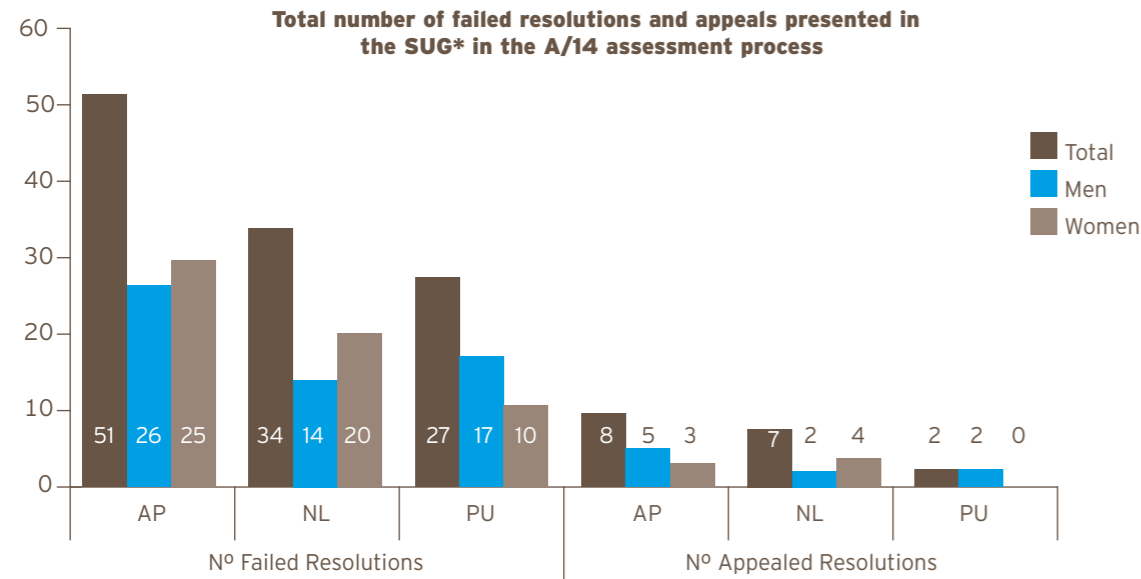
*SUG: Galician University System



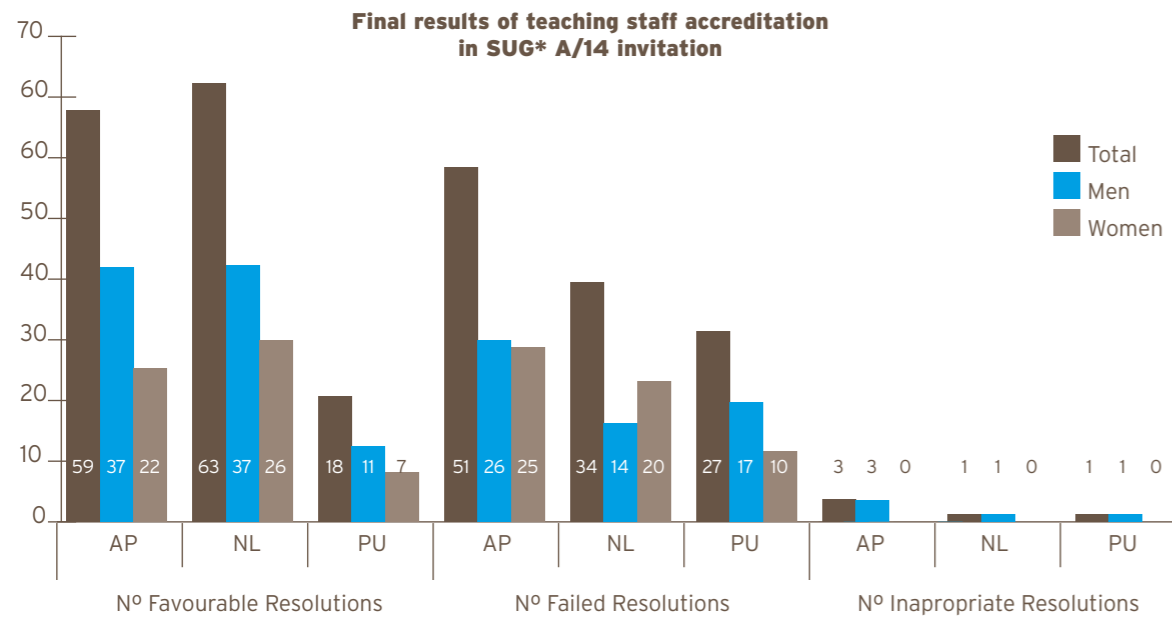
ACTIVITIES AND PROGRAMMES
IMPLEMENTED IN 2014

The following graph shows a comparison between the number of failed resolutions and the appeals presented.

Following the requests for reconsideration resolution phase, the graph below presents the final data of the accreditation procedure.



Comparison between unfavourable resolutions and requests for reconsideration presented.
(CD: Associate Lecturer, AD: Assistant Professor, UP: Private University)



Shows the final results of the invitation for applications by teaching post.
(CD: Associate Lecturer, AD: Assistant Professor, UP: Private University)

ACTIVITIES AND PROGRAMMES
IMPLEMENTED IN 2014

With regard to the annual invitations to obtain a report prior to the exceptional recruitment of associate lecturers by the SUG universities, this process will no longer be conducted. This is because the post of exceptional recruitment of associate lecturers has a notable peculiarity: the Royal Decree 989/2008 of 13 June, which governs it, lays down that universities may invite candidates to apply for the position of associate lecturers only up until 3 May 2013.

universities of Galicia may request this, in accordance with article 6.2 of Decree 266/2002, of 6 September relating to recruitment of university teaching staff. This year there were no applicants in this category.

Assessment and report prior to the promotion and consolidation of associate lecturers employed by the SUG universities

Bonus payments

The Order of 22 April 2008 (Official Journal of Galicia -DOG- 5 May 2008) sets out the procedure ACSUG must follow when issuing reports prior to the extension of the temporary lecturers' contracts in the state universities of Galicia, and also when issuing an appraisal prior to making their contracts permanent, pursuant to the provisions of article 6 of Decree 266/2002, of 6 September, relating to the recruitment of university teaching staff, and articles 9 and 10 of Decree 270/2003, of 22 May, which governs the ACSUG.

The Organic Law 6/2001 of 21 December governing universities, sets out that regional governments may establish, for untenured teaching and research staff (article 55) and for tenured teaching and research staff (article 69), additional incentive payments linked to individual merits in teaching, research or administration.

Decree 55/2004 of 4 March was published to develop these articles by establishing a system of incentive payments linked to individual teaching and research merits or to merits in the administration of university teaching staff. Their aim was to set up a system of bonuses paid by the regional government to permanent teaching and research staff as well as to untenured lecturers in the public universities of Galicia. Four types of allowances have been established: in recognition of teaching work (CLD), in recognition of research work (CLI), in recognition of curricular excellence in teaching and research (CEC), and in recognition of work in administrative positions (CEG).

- **Report prior to the extension of the contracts of temporary lecturers:** All lecturers employed by Galician state universities as temporary lecturers and who are in the final year of their initial maximum contract of 4 years, as referred to by article 6.2 of Decree 266/2002, of 6 September governing the recruitment of university teaching staff, may apply for this assessment. In 2014 there was just one applicant, who obtained a positive result.

The following figures reflect the overall results for the 2014 procedures for the four complementary incentive payments that currently exist in Galicia.

- **Appraisal prior to a temporary lecturer becoming a tenured lecturer.** All temporary lecturers who have had their contracts extended by any of the state

The applicants who apply for this evaluation are already aware of the evaluation requirements and scale of measurement, hence the high percentage of positive outcomes.

ACTIVITIES AND PROGRAMMES
IMPLEMENTED IN 2014

INCENTIVE	TOTAL APPLICATIONS ASSESSED	NEGATIVE RESOLUTIONS	POSITIVE RESOLUTIONS	% POSITIVE APPLICATIONS
Teaching and Research Work	280	24	256	91.4%
Teaching and Research Curricular Excellence	679	2	677	99.7%
Administrative Work	388	31	357	92.0%
Total	1347	57	1290	95.8%

Breakdown of appraisals by incentive category

Incentive payment in recognition of teaching and research work

Its aim is to reward teaching and research work undertaken within the University System of Galicia (SUG). All permanent staff and untenured staff working in Galician universities may apply, provided they meet the requirements previously established for the appraisal. This incentive payment was the first bonus payment to be introduced and has been awarded since 2004.

The 2014 invitation was published in the Official Journal of Galicia (DOG) on 24 April 2014 through the Resolution of 7 February 2014 approving the public invitation for assessment prior to the assignation of the additional incentive payments in recognition of teaching work (CLD) and in recognition of research work (CLI). The results, shown below, are broken down by applicant, overall results, results by incentive category and status of the applicant.

In this year's process most of the applicants were Associate Professors or Tenured University Professors. This was the result of new recruitment and the conversion of some categories into others. It should also be pointed out that the number of applications has been falling over the years since most of the permanent posts in the SUG were granted these incentive payments when they were first introduced and have now become consolidated.

The number of appeals for reconsideration is not significant in this type of incentive payment procedure, and this year there were only 2, both of which were upheld.

ACTIVITIES AND PROGRAMMES
IMPLEMENTED IN 2014

Breakdown of applications by incentive type and by university.

University	CLD APPLICATIONS	CLI APPLICATIONS	TOTAL APPLICATIONS
UDC	62	63	125
USC	33	33	66
UVI	45	44	89
TOTAL	140	140	280

Breakdown of CLD and CLI applications by university and by result.

University	TOTAL APPLICATIONS	OVERALL RESULTS	
		COMPLY	DO NOT COMPLY
UDC	125	122	3
USC	66	51	15
UVI	89	83	6
TOTAL	280	256	24

Breakdown of applications for the incentive for teaching work by university and by result.

University	CLD APPLICATIONS	CLD RESULTS BREAKDOWN	
		COMPLY	DO NOT COMPLY
UDC	62	60	2
USC	33	26	7
UVI	45	42	3
TOTAL	140	128	12

Breakdown of applications for the incentive for research work by university and by result.

University	CLI APPLICATIONS	CLI RESULTS BREAKDOWN	
		COMPLY	DO NOT COMPLY
UDC	63	62	1
USC	33	25	8
UVI	44	41	3
TOTAL	140	128	12

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POSITION	UDC	USC	UVI	TOTAL
CU	0	6	0	6
TU	13	18	51	82
CEU	0	0	0	0
TEU	6	3	2	11
CD	106	39	36	181
TOTAL	125	66	89	280

Breakdown of CLD and CLI applications by university and by position occupied in the university. (CU: University Full Professor, TU: Tenured Professor, CEU: Full Professor of University College, TEU: Tenured Professor of University College, CD: Associate Professor)

Autonomous Community Bonus for Teaching and Research Curricular Excellence

The assessment protocol for this bonus payment was developed initially through the Order of 16 April 2004 (Official Journal of Galicia of 28 April), which was subsequently completed with the publication of the assessment protocol developed by the CGIACA through the Order of 16 October 2006 (Official Journal of Galicia of 26 October). It covers the criteria and merits for the pre-assessment for the assignment of the allowances in recognition of curricular excellence and for administrative work, which are still applicable today.

Both the handling and the evaluation of the applications for the 2014 round analysed in this report took place over the third quarter of 2014 and the results were published towards the end of the year.

In accordance with the regulations in force, five years after an applicant submitted his/her application s/he must submit the teaching or research work undertaken over that time for further assessment. They may, after a minimum of 3 years after being assessed, request a voluntary re-

assessment, provided they can offer accreditation of a new basic evaluation merit (five-year or six-year period).

If we compare the 2014 assessment process with the last previous process undertaken (that of 2012) there has been a significant increase in the number of applications for assessment. This can be explained by the fact that in 2013 no assessment round was held.

In 2014, applications were received from: applicants who should have renewed their record in 2013 on the 5-year expiry date but who were unable to do so because the assessment did not take place; new applicants; and those who decided to renew their record after 3 years.

When examining the 2014 curricular excellence bonus results on both the graph and the table, it is important to distinguish between applicants being reassessed and new applicants.

Results of the assessment process for bonus payments for curricular excellence 2014.

UNIVERSITY		NEGATIVE RESOLUTIONS	POSITIVE RESOLUTIONS	APPLICANT BREAKDOWN BY SCORE (2014 APPRAISAL)*																					
				-4	-3	-2	-1	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14			
UDC	144	NEW APPLICANT	48	0	48	0	0	0	0	0	1	0	6	16	19	4	2	0	0	0	0	0	0	0	0
		RE-APPRAISED APPLICANT	96	2	94	0	0	0	3	7	30	34	17	3	0	0	0	0	0	0	0	0	0	0	0
USC	312	NEW APPLICANT	60	0	60	0	0	0	0	0	0	4	18	18	15	5	0	0	0	0	0	0	0	0	0
		RE-APPRAISED APPLICANT	252	0	252	0	1	0	7	28	76	82	40	15	3	0	0	0	0	0	0	0	0	0	0
UVI	223	NEW APPLICANT	50	0	50	0	0	0	0	0	0	10	11	18	10	0	0	1	0	0	0	0	0	0	0
		RE-APPRAISED APPLICANT	173	0	173	0	0	2	4	15	39	63	33	14	2	1	0	0	0	0	0	0	0	0	0
Total	679	NEW APPLICANT	158	0	158	0	0	0	0	0	1	0	20	45	55	29	7	0	1	0	0	0	0	0	0
		RE-APPRAISED APPLICANT	521	2	519	0	1	2	14	50	145	179	90	32	5	1	0	0	0	0	0	0	0	0	0

We should point out that, with regard to the reassessments, the table shows the grades that have been incorporated into the scores already consolidated over each assessment round. In the case of new applicants, the grade shown is their overall score obtained.

The most common result amongst re-appraised candidates is scores between 0 and 3. Applicants with a score of 0 do not, in effect, decrease or increase their overall grade with regard to the score obtained in previous assessment processes.

The reference is different for new applicants. What is reflected is their overall score for this assessment round as they have no previously consolidated basic score. As shown on the graph, in some cases an applicant may obtain an overall score of 9 in a single assessment round.

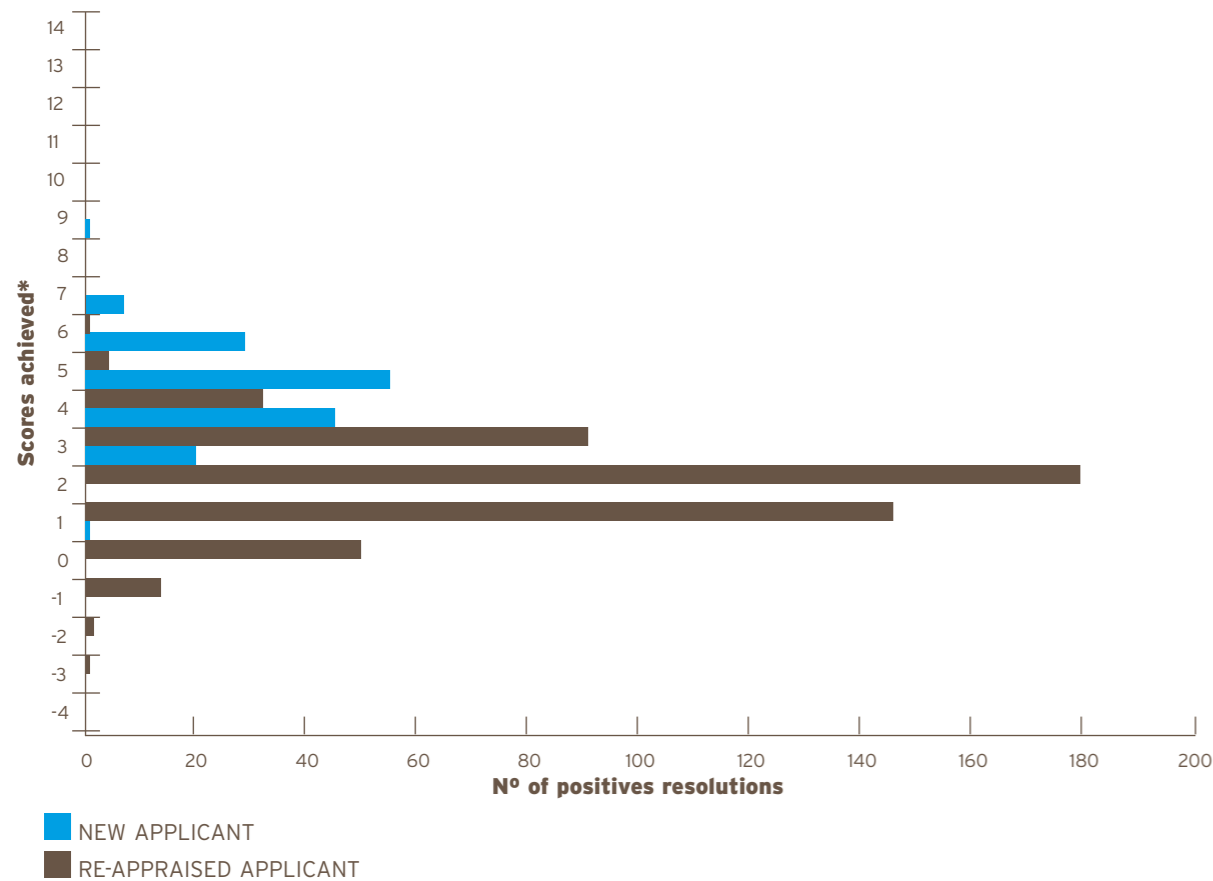
The number of negative scores is negligible, with just 2 on this occasion. Negative scores are the result of the following factors: re-appraised applicants who do not possess a new basic evaluation merit at the time of being submitted for re-evaluation; new applicants who do

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not have two 5-year teaching periods and one six-year research period (basic score) or who do not comply with other criteria laid down by the procedure itself, such as the requirement to be a civil servant or an associate lecturer, that their position is not permanent and secure, or that they are unable to provide evidence of one year's service in that position.

Curricular excellence resolutions 1C-14



The negative values (-4, -3, -2, -1 grades) and grade 0 are applicable only to the re-assessed candidates.

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Bonus Payments for Administrative Work

On 23 April 2014, Resolution of 6 February 2014 was published, whereby the ordinary invitation to apply for this salary incentive was approved. This is the last of the regional government incentive payments and it was developed pursuant to Decree 55/2004 of 4 March and the assessment protocol published by the Order of 16 October 2006 (Official Journal of Galicia of 26 October).

The first invitation for assessment was published in 2007 and potential member candidates of the SUG applied en masse. After this first evaluation, in addition to the condition of new applicant, a new description was added to the applicants' profiles, which is that of reassessed candidate. Those applicants who have applied on previous occasions can apply for re-assessment of another period either in a previously held position or in a different position to that which had been previously assessed. This has led

to a modification in the parameters measured, with the incorporation of results having a score below 0.5.

The trend in the results of the various assessment processes is quite similar, all showing a high number of positive resolutions. The following circumstances will lead to a negative resolution: applicants who do not gain at least 0.5 points/score in their first evaluation, applicants who do not meet other criteria set out in the assessment procedure itself; or the reappraised applicant's result is below the minimum of 0.1 points/score in the re-evaluation, or their overall grade (adding together the previous and new decimal points) falls below 0.5 points. There are not a large number of such cases.

Considering this premise, the following results were obtained for the 2014 process by each university.

Table summarising the results by university of the 1D/14 assessment process for incentive payments for administrative responsibilities.

	Overall result of applications	University						Overall results
		UDC	% UDC	USC	% USC	UVI	% UVI	
Negative results	31	11	9%	6	6%	14	9%	8%
Positive results	357	118	91%	95	94%	144	91%	92%
TOTAL APPLICATIONS	388	129	33%	101	26%	158	41%	100%

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Taking into account the total number of applications received and the percentage of applications per university, the University of Vigo accounts for the largest proportion, followed by the University of A Coruña and finally Santiago. The first two account for the largest percentage of negative scores, although these are not significant in any of the three universities.

In the following table for 2014, we can see the spread of positive and negative resolutions.

Only the scores obtained in this assessment process are shown and the grades previously obtained by the re-assessed candidates are not reflected. For new applicants the table shows their overall grade. For this reason, there are very few applicants in the higher grades as it is highly unlikely that an applicant will obtain this level in just one assessment process. Most of the results fall in level 1.

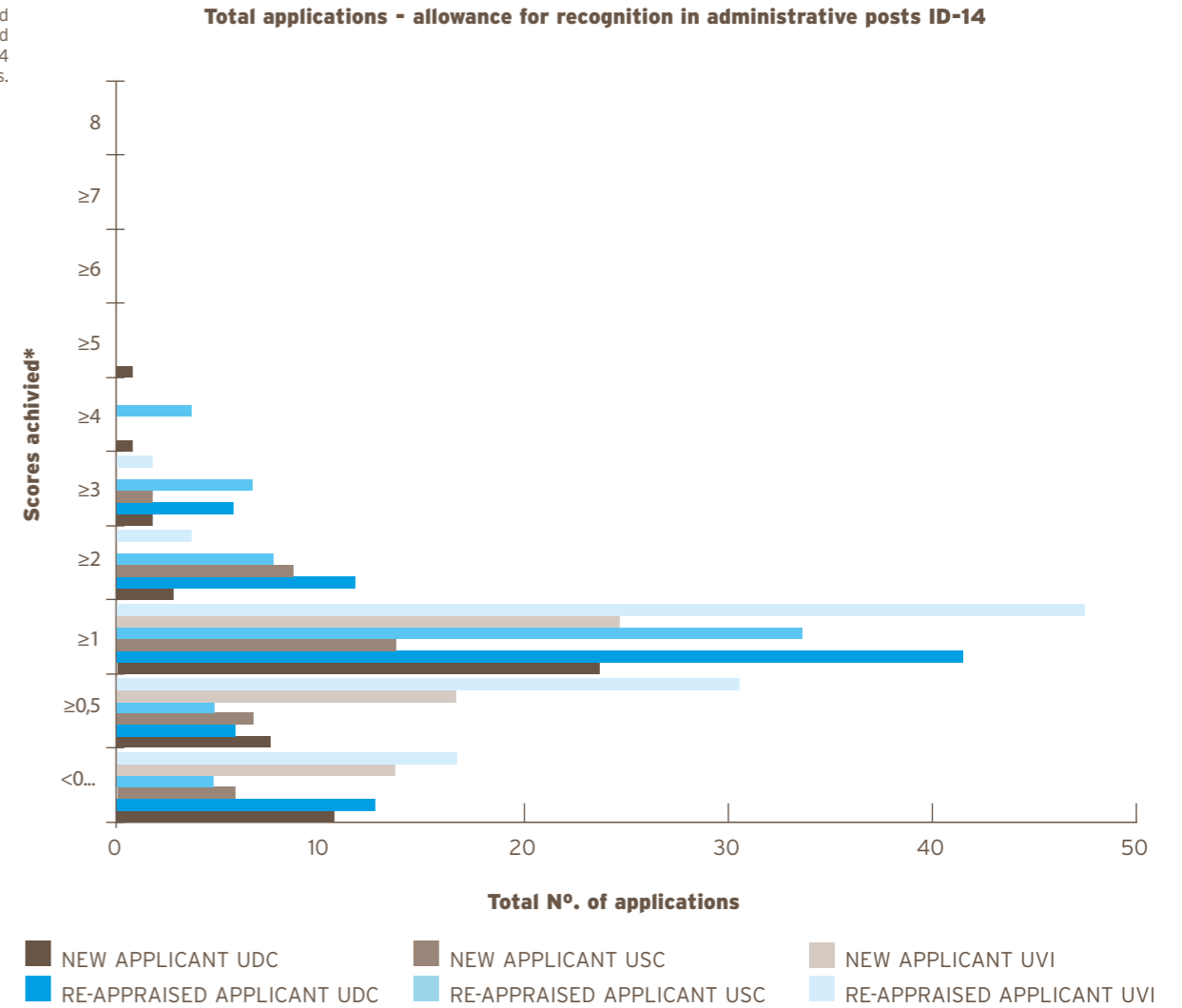
APPLICATIONS ASSESSED		GRADES 2014 APPRAISAL PROCESS											
		<0.5*	≥0.5	≥1	≥2	≥3	≥4	≥5	≥6	≥7	8		
UDC	129	NEW APPLICANT UDC	50	11	8	24	3	2	1	1	0	0	0
		RE-APPRAISED APPLICANTS UDC	79	13	6	42	12	6	0	0	0	0	0
USC	101	NEW APPLICANT USC	38	6	7	14	9	2	0	0	0	0	0
		RE-APPRAISED APPLICANT USC	63	5	5	34	8	7	4	0	0	0	0
UVI	158	NEW APPLICANT UVI	56	14	17	25	0	0	0	0	0	0	0
		RE-APPRAISED APPLICANT UVI	102	17	31	48	4	2	0	0	0	0	0
TOTAL	388	NEW APPLICANT	144	31	32	63	12	4	1	1	0	0	0
		RE-APPRAISED APPLICANT	244	35	42	124	24	15	4	0	0	0	0

Results of the 1D/14 assessment process for incentive payments for administrative responsibilities.

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The graph below presents the overall grade of each reappraised applicant

otal scores obtained by the re-assessed candidates in the 1D/14 process.



* Negative scores (<0.5) have a different interpretation depending on whether the applicant is being re-assessed or is a new applicant. While a result within the range of <0.5 automatically means a negative assessment for new applicants, in the case of re-assessed applicants, this would not necessarily be a negative score as this grade would be added to the score already obtained. In the latter case, a negative outcome would be given if a candidate obtains a score of ≤ 0.1, which would not be added to their consolidated score in this case.

DOCENTIA Programme

The Programme to Support the Evaluation of the Performance of University Teaching Staff (DOCENTIA) at Galician universities has been up and running since 2007. The pilot implementation and monitoring phase commenced in 2009, and was developed a minimum of two years, culminating in the certification of the models.

Up until December 2014, the UDC has completed four evaluation processes for the implementation of its DOCENTIA programme. The USC finished its third process of adopting the programme, while UVI is in the process of reviewing the evaluation Manual.

On 25 March 2014, meanwhile, the DOCENTIA Committee, comprising all the quality assurance agencies, met to review the results, procedures and tools of the programme. As a result of their analysis, it was proposed that a review of the programme documentation should be conducted to bring it up to date and to facilitate synergies with other evaluation processes. The programme's revised documentation is pending approval.

Other teaching staff appraisals

Teaching staff appraisal at the University of Oviedo

To comply with the Agreement signed between ACSUG and the University of Oviedo, appraisals are carried out prior to issuing the reports evaluating the individual merits of non-permanent internal Research staff at the University of Oviedo.

The appraisal of research work is conducted in a similar manner to the assessment of research merits of civil servant teaching staff and is based on the same criteria based on the instructions adapted from the National Evaluation Committee of Research Work (CNEAI) and from CNEAI Resolution of 15 November 2013 that establishes the specific criteria for each of the fields to be evaluated.

A computer programme is available to complete the assessment, which is used firstly by the applicants and afterwards by the assessors to process the applications. The applicants enter each 6-year period they wish to be assessed, providing the most relevant details relating to their research work undertaken during each 6-year period.

In the 2014 round, 22 applications were assessed, and since the agreement was signed between ACSUG and the University of Oviedo, the following applications have been assessed:

Evaluation of six-year periods at Oviedo	
ASSESSMENT PROCESSES	NO. ASSESSMENTS COMPLETED
2009	38
2010	9
2011	23
2012	30
2013	8
2014	22
TOTAL	130

RESEARCH EVALUATION

Assistance for the consolidation and structuring of competitive research units of the Galician University System

The Order of 14 May 2014 establishes the terms and conditions of the grant, awarded on a competitive basis, to assist with the consolidation and structuring of the competitive research units of the Galician University System. It is partly co-funded by the European Regional Development Fund (ERDF) within the framework of the Galician Operations Programme 2007-2013.

The aim of the Galician Research, Innovation and Growth Plan 2011-2015 (Plan I2C), through its core strategy 2, is to consolidate benchmark research teams. Policy 2.4 in support of research projects states that the previous model which funded different groups should be abandoned due to the accumulation of many small research projects. A new model needs to be adopted which provides structural funding to research groups based on the principle of quality and efficiency demonstrated through a process of continuous assessment.

It establishes the conditions pertaining to publicity, objectivity and competition to access the assistance for the consolidation, structuring and specialisation of the SUG's most competitive research units through:

Competitive Benchmark Groups: These groups are notable for their number of academic publications; their strong level of resource acquisition, which can vary depending on their field of work; their competitiveness on a national level and in many cases, on an international level; their capacity to train and attract young researchers and for their regular cooperation

with other research groups, institutions and companies. These are grants for the consolidation of SUG research groups who set a benchmark in the Galician Innovation System in terms of their scientific output and their R&D work.

Research Networks: These are grants for research groups to support the development of an action plan implemented through a network in order to generate new scientific capabilities and tackle new research goals more effectively. The applicant will be a SUG research group (the coordinator) which, when joined by at least three other groups, promotes the development of a programme of joint and complementary activities within the network.

Groups with a potential for growth: These are grants for the consolidation of SUG research groups who, in terms of their scientific output and their R&D activity, have demonstrated a potential for growth and to become a benchmark group within the SUG. Although not attaining the levels of development of the previous groups, they demonstrate proven research quality through the application of stringent criteria, and are on their way to becoming a benchmark group.

Strategic groups: Strategic groups are units that are grouped together on a higher level than research groups. They are established by the university that proposes them, and their purpose is to undertake planned, regular collaborative work which has its own R&D and transfer objectives.

The selection of the beneficiaries of the grants is based on the sum of assessments made by a panel of assessors and by the selection committee. Once the assessments have finalised, the results are forwarded to the selection committee, which prepares the resolution proposal based on the following: the terms of the competition; the assessments themselves; the availability of resources, and the organisation,

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consolidation and coordination objectives that gave rise to the process. This Committee may award up to 10 additional points to each application out of a maximum of 100 points.

In 2014, a total of 364 applications in the various fields were assessed. A round with a very high participation when compared with previous years.

Since the first evaluation stage of this process was adjudicated to ACSUG by the regional government of Galicia, the following assessments have been conducted:

GRANTS FOR THE CONSOLIDATION AND STRUCTURING OF COMPETITIVE RESEARCH UNITS OF THE GALICIAN UNIVERSITY SYSTEM	
ASSESSMENT PROCESSES	NO. ASSESSMENTS COMPLETED
2010	85
2011	50
2012	73
2013	126
2014	364
TOTAL	698

Assistance for research projects undertaken by emerging researchers in the Galician University System

The Order of 4 April 2014 establishes the terms and conditions of the grant, awarded on a competitive basis, to assist research projects undertaken by emerging researchers in the SUG and calls for applicants for the 2014 process.

This assistance is based on the Galician Research, Innovation and Growth Plan 2011-2015 (Plan I2C) in

support of research projects. In this case, project funding is restricted to researchers under 41 years of age who have defended their doctoral thesis in the previous 12 months, who form part of teams working on distinct lines of research and who also have post-doctoral experience outside Galicia.

Since the first evaluation stage of this process was adjudicated to ACSUG, the following assessments have been conducted

GRANTS FOR RESEARCH PROJECTS UNDERTAKEN BY EMERGING RESEARCHERS IN THE SUG	
ASSESSMENT PROCESSES	NO. ASSESSMENTS COMPLETED
2012	132
2013	49
2014	54
TOTAL	235

In addition to the evaluations for the awarding of grants to emerging researchers, an appraisal is also made of the monitoring and final stage of those who obtained assistance in previous evaluation processes.

Therefore, in 2014, the final evaluation was conducted of the projects that were awarded the grant in 2012.

GRANTS FOR RESEARCH PROJECTS UNDERTAKEN BY EMERGING RESEARCHERS IN THE GALICIAN UNIVERSITY SYSTEM (MONITORING AND FINAL PHASE OF THE PROJECTS)	
ASSESSMENT PROCESSES	NO. ASSESSMENTS COMPLETED
2014	173
TOTAL	173

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Galician research, innovation and growth Plan 2011-2015 (Plan I2C) post-doctoral training - Type A and Type B

"Talent Management", the Core Strategy 1 of the Galician Research, Innovation and Growth Plan 2011-2015 (Plan I2C) consists of actions to support the careers of researchers, including a programme to support researchers during their post-doctoral phase. The purpose of this programme is to increase the numbers of research staff joining the Galician R&D+i system, via two different channels. In its initial phase it will promote international mobility to widen the researchers' experience and to enable their subsequent reincorporation into the Galician University System (SUG).

The assistance available through the Type B channel supports the initial phase of their postdoctoral training and aims to allow the research staff who obtained a position in a SUG university to continue their research careers. The contract must be fulfilled in the same university and department in which the person employed undertook his/her research trajectory. The funding is available for a period of 2 years, and no further extension to the grant will be permitted.

The following post-doctoral grants under Type B have been assessed at ACSUG:

GALICIAN RESEARCH, INNOVATION AND GROWTH PLAN 2011-2015 (Plan I2C) POST-DOCTORAL TRAINING - Type B	
ASSESSMENT PROCESSES	NO. ASSESSMENTS COMPLETED
2012	26
2013	29
2014	10
TOTAL	65

At the end of their contract, the researchers submit their research work for assessment. The assessment process is conducted by a team of expert assessors from outside the Galician university system and it is managed through ACSUG.

GALICIAN RESEARCH, INNOVATION AND GROWTH PLAN 2011-2015 (Plan I2C) POST-DOCTORAL TRAINING. Final assessment. Type B	
ASSESSMENT PROCESSES	NO. ASSESSMENTS COMPLETED
2013	12
2014	18
TOTAL	30

Type A assistance consists of support for researchers in the initial stage of their post-doctoral training in order to extend training for research staff overseas, with the option for them to return. This consists of providing funding for a contract of a maximum of two years during which they can undertake their work abroad, and the funding of a one-year contract to allow their return to the SUG universities.

The following table shows the total number of applications assessed by the panels of expert assessors since ACSUG was awarded this function in 2012.

GALICIAN RESEARCH, INNOVATION AND GROWTH PLAN 2011-2015 (Plan I2C) POST-DOCTORAL TRAINING - Type A	
ASSESSMENT PROCESSES	NO. ASSESSMENTS COMPLETED
2012	234
2013	208
2014	168
TOTAL	610

At the end of their contract, the researchers submit their research work for assessment, as occurs with the assistance for Type B. No evaluation has yet been conducted at ACSUG of this type as the review periods have not yet finalised.

Evaluation prior to the assignment of research and creative projects for research groups working on cooperation for development (2014)

Pursuant to current regulations, the assignment of research and creative projects for research groups working on cooperation for development in Galicia must undergo a prior evaluation, which is conducted with the participation of ACSUG.

In 2014, 24 projects were submitted for evaluation, 3 of which were excluded due to formal criteria. The remaining projects were distributed as follows: 8 were in the legal, economic and social field, 7 were from the engineering and architecture field and the other 6 projects were from the bio-health field.

Evaluation of grants awarded in 2009 for the recruitment of doctorates (Isidro Parga Pondal Programme) in research institutions outside the SUG

In accordance with the collaboration agreement signed between ACSUG and the Galician Agency for Innovation (AGAIN) on 12 May 2014, ACSUG conducted the assessment of 6 projects under this programme.

Grants awarded through a competitive process to offer assistance to the Conecta Pymes Programme in support of public-private cooperation through research and development projects in cooperation between smes in strategic areas of the Autonomous Region of Galicia, co-funded by the European Development Fund (ERDF)

In accordance with the collaboration agreement signed between ACSUG and the Galician Agency for Innovation (AGAIN) on 12 May 2014, ACSUG was vested with the task of conducting the assessment of 68 research projects in connection with above-mentioned awards.

LABOUR MARKET INTEGRATION SURVEYS

Over 2014, work on the study of the employment situation of SUG graduates continued on a periodic basis. The primary objective of this work is to provide information to the universities and to society in general about the opinion graduates have of their employment situation and of their experience at university.

Given the current structure of the curriculum: degrees, master's and doctorate programmes, in 2013 ACSUG initiated a new project which enlarged the population of the surveys to include masters graduates and graduates in the 1st and 2nd cycles (degrees, diplomas and engineering diplomas) and degree graduates, all of which have been studied, without interruption, since 2011.

The work undertaken by ACSUG in relation to the labour market integration surveys is shown in the table below:

Labour market integration surveys of university graduates of the 1st and 2nd cycles (diploma/degree/technical engineering and architecture courses) and degree graduates

The primary purpose of the surveys is to provide information about the job satisfaction of university graduates approximately two years after they have

completed their studies. In this case we aim not only to provide information about how graduates integrate into the labour market, but also to examine the level of satisfaction the graduates have with their experience at university. The analysis of the labour market is structured into two broad areas: access to employment and current employment situation.

Percentage of responses over the last seven surveys.

	GALICIAN UNIVERSITY SYSTEM						
	EIL0506	EIL0607	EIL0708	EIL0809	EIL0910	EIL1011	EIL1112
POPULATION	10,280	8,689	9,216	8,846	8,922	9,289	8,106
SAMPLE	5,362	4,569	4,830	4,965	5,004	5,114	4,687
% RESPONSE	52.16%	52.58%	52.40%	56.12%	56.10%	55.05%	57.82%
FIELD WORK	May 2008	May/Jun 2009	May/Nov 2010	Oct 2011	December 2012	December 2013	December 2014
RESULTS PUBLISHED	2009	2010	2011	2013	2014	Forecast 2015	Forecast 2015

- **EIL0910 "Labour market integration survey of 2009-2010 SUG graduates":** The population surveyed includes graduates of academic year 2009-2010. The report with the overall results was published on 19 June 2014 and a summary of the key results was forwarded to the SUG universities.

- **EIL1011 "Labour market integration survey of 2010-2011 SUG graduates":** The population surveyed includes graduates of academic year 2010-2011. Over 2014, the ACSUG Statistical Analysis Group has been preparing report on the overall results, and in December 2014 a preview of the

results was published, while a comprehensive report is expected to be presented in 2015.

- **EIL1112 "Labour market integration survey of 2011-2012 SUG graduates":** The population surveyed includes graduates of academic year 2011-2012. The field work for the survey was carried out in December 2014. The remaining tasks for this survey are to be undertaken during 2015.

The key results obtained from the EIL0809 and EIL0910 surveys are broken down by qualification and are published on the following link: <http://www.edu.xunta.es/web/node/13719>

Labour market integration surveys of university graduates of officially recognised master's courses

The primary purpose of the surveys is to provide information about the employment situation of Master's graduates, approximately three years after they have completed their studies. The entire population was surveyed for these studies.

- EILMásteres0710 "Labour market integration survey of 2007-2008, 2008-2009 and 2009-2010 Masters graduates":** In this pilot survey, launched in 2013, the population of Masters graduates was considered to be those from the 2007-2008, 2008-2009 and 2009-2010 academic years. The survey was conducted three, four and five years respectively after completion. The external working group, coordinated by ACSUG, prepared a comprehensive report of the results over 2014, which is expected to be presented in 2015.

	GALICIAN UNIVERSITY SYSTEM	
	EILMÁSTERES0710	EILMÁSTERES1011
POPULATION	2,915	2,099
SAMPLE	2,242	1,510
% RESPONSE	76.91%	71.94%
FIELD WORK	May-June 2013	June-July 2014
RESULTS PUBLISHED	Forecast 2015	Forecast 2015

Percentage of responses over the last two surveys.

- EILMásteres1011 "Labour market integration survey of 2010-2011 Masters graduates":** The population surveyed includes graduates of academic year 2010-2011. Over 2014, the external group began an analysis of the results and to prepare the report on the overall results, and it is expected that the publication of this report will be presented in 2015.



Since its foundation, ACSUG has considered it of vital importance to establish relationships and exchange information with other university quality assurance agencies both within Spain and outside its borders.

It has also stressed the importance of promoting and publishing ACSUG's activities on its website, as well as through seminars, its own publications, etc.

INTERNATIONAL ACTIVITIES

ENQA

The European Association for Quality Assurance in Higher Education (ENQA) is a body comprising the higher education quality assurance agencies of European countries that comply with the "Standards and Guidelines for Quality Assurance in the European Higher Education Area (EHEA)."

ACSUG has been a full member of ENQA since November 2009 after successfully passing an external evaluation process carried out by this body. Since ENQA full members must undergo an external assessment process every 5 years, in 2014 ACSUG was once again subject to an evaluation.

This process consisted, in the initial stage, of a self-assessment process undertaken by ACSUG. In April 2014, the external assessment panel visited the ACSUG facilities. During the visit, the panel met representatives from all SUG stakeholders: ACSUG staff, members

from all the agency's bodies, representatives from the regional government and from the universities, assessors and external assessors, students, business leaders and external working groups. The external panel eventually issued a final report after it had been reviewed by the ENQA board, confirming ACSUG as a full member of ENQA for a further 5 years, until 2019.

In addition to the process mentioned above, in 2014, ACSUG participated in the following activities organised by ENQA:

- 1) Since 2008, ACSUG has been involved in the "Internal Quality Assurance (IQA) Group" working party, made up of internal quality assurance technical officers from European university quality agencies. In 2013, the group changed its name to: "Working Group VI on knowledge of Part 3 of the ESG (KP3)", although its philosophy and proposals remain the same. In June 2014 the working group held a meeting in Brussels.
- 2) In 2014, technical officers from ACSUG participated in two different working groups set up specifically by ENQA, whose work will continue in 2015:
 - a) Working group I on the Impact of Quality Assurance: This working group was created in 2012 and its main aim is to analyse the effect of implementing quality assurance procedures on higher education in Europe.

- b) Working group IV on university system stakeholder involvement in quality assurance procedures: This working group was created in 2012 and its purpose is to analyse and encourage the participation of the various collectives involved in higher education in Europe: students, graduates, academic staff, business leaders, etc.
- 3) ACSUG sent three press releases to be included in ENQA newsletters in 2014, 2 of which were eventually accepted. One of the press releases was about the results of the pilot scheme on qualification renewal in Galician universities and the other covered the participation of ACSUG in the Tempus project with Uzbekistan.
- 4) In 2014 ACSUG provided information about its activities as part of the ENQA project: "4th study of the quality assurance procedures in the European Higher Education Area (4th QPP)."
- 5) Attendance by the Director of ACSUG at the two annual ENQA meetings: ENQA Members' Forum in April 2014 in St Petersburg (Russia); and ENQA General Assembly in October 2014 in Zagreb (Croatia).
- 6) An ACSUG technical officer attended the 10th Seminar on Assessor Training in Oslo (Norway) in November. The seminar analysed the most important aspects of the European Standards and Guidelines and looked at practical cases from the external evaluation of agencies. The attendees at these training seminars are registered on databases of potential assessors who may be appointed by ENQA to take part on external assessment panels.

- 7) Attendance by the ACSUG Director at the 9th European Quality Assurance Forum (EQAF) in November 2014 in Barcelona (Spain). The EQAF is an annual forum where stakeholders, including students, universities, university quality agencies, etc. can share their experiences in higher education.

EQAR

The European Register of Quality Assurance Agencies (EQAR) was created in 2008 by ENQA, ESU, EUA and EURASHE, the European bodies representing quality assurance agencies, students, universities and other higher education institutions, in order to enhance transparency in the quality of higher education in Europe. The EQAR is a register that includes all the quality assurance agencies recognised for their professionalism and the credibility of their work.

ACSUG has been included on the EQAR register since November 2010, after this body verified that ACSUG performed its activities in compliance with the Standards and Guidelines for Quality Assurance in the European Higher Education Area (EHEA). In 2014, ACSUG successfully completed a new evaluation process and renewed its membership of EQAR until 2019.

In 2014 ACSUG began to take part in a study that was set up by EQAR called: "Recognising International Quality Assurance Activity in the EHEA (RIQAA)" and took part in the seminar held in November 2014 in Palermo (Italy) where the results of the study were presented.

ECA

Since June 2013 ACSUG is a member of the European Consortium for Accreditation in Higher Education (ECA), a body comprising European quality assurance agencies who wish to be involved in the mutual recognition of the activities each undertakes and in the shared learning and exchange of good practice in higher education.

In 2014, representatives from ACSUG attended two events organised by ECA:

- 17th ECA workshop held in Porto (Portugal) in June.
- ECA Winter seminar in December in The Hague (Netherlands).

A technical officer from ACSUG is also participating in one of the working groups set up by ECA: Working Group 1, the Mutual Recognition and Joint Programmes group.

Evaluation of university centres outside the Spanish University System

ACSUG has developed a methodology for assessing university institutions outside the Spanish University System.

The process consists of three phases:

- 1) A self-assessment to be carried out by the centre itself (following the guidelines prepared by ACSUG).
- 2) An external evaluation and a final report by an external panel of experts appointed by ACSUG (including a visit to the centres being assessed).

- 3) Monitoring and renewal of the certificate if the outcome is positive. The certificate awarded by ACSUG is valid for six years.

Every year the centre concerned must prepare and send a self-monitoring report to ACSUG based on the guidelines developed by ACSUG, and it must include a plan of action for improving the results of the indicators for review.

At the end of three years, a special evaluation is conducted of the monitoring process to ensure the actions are being carried out effectively and to verify their repercussion on the continuous improvement of the centre.

After six years another evaluation process is conducted, which includes a self-assessment and an external visit. Depending on the results, if appropriate, the certificate is renewed.

Evaluation of centres of San Martín de Porres University (USMP) in Peru

As discussed on previous occasions, as part of the process undertaken by ACSUG for the certification of the university institutions outside the Spanish University System, a monitoring stage exists which includes a visit to conduct an in-situ review of the improvement plans being implemented by the centres as a result of the proposals for improvement established by the external evaluation process.

As such, in November 2014 a follow-up visit was made to the following USMP centres:

- Faculty of Obstetrics and Nursing
- Faculty of Dentistry
- Institute for Quality in Education
- Faculty of Human Medicine
- Professional College of Psychology

Another USMP centre received new certification: Institute of Government and Public Administration.

The reports on these centres were approved by the CGIACA meeting held on 17 December 2014.

Evaluation of centres of Andina Néstor Cáceres Velásquez University (UANCV) in Peru

ACSUG and the Andina Néstor Cáceres Velásquez University (UANCV) in Peru signed an agreement in 2012 whereby ACSUG is to carry out the tasks of evaluating and certifying this university.

In 2014, an assessment of the following Carrera Académica Profesional (CAP) (Professional Academic Degree) has been undertaken:

- CAP in Accountancy

In 2015, an assessment of the following 8 new Carreras Académicas Profesionales (CAP) (Professional Academic Degrees) has been planned at UANCV:

- CAP in Systems Engineering
- CAP in Civil Engineering
- CAP in Mechanical and Electrical Engineering
- CAP in Electronic Engineering and Telecommunications
- CAP in Industrial Engineering

- CAP in Mechatronic Engineering
- CAP in Architecture and Town Planning
- CAP in Health and Environmental Engineering

Signing of a framework agreement with the University of Guanajuato in Mexico

ACSUG and the University of Guanajuato (Mexico) signed an agreement in 2014 whereby ACSUG is to carry out the tasks of evaluating and certifying this university, thus contributing towards upholding quality assurance at this university.

In June 2014, several representatives from this university attended a training seminar organised by ACSUG that focused on the international external evaluation processes that ACSUG is undertaking and the standards they adhere to.

OTHER COLLABORATION

Report on the status of the external quality assessment of spanish universities (2013)

In June 2014 the "Report on the status of the external quality assessment of Spanish Universities 2013" was published. This report, coordinated by ANECA, in which all regional quality assurance agencies took part, is the seventh in a series of annual reports whose purpose is to inform the Ministry of Education and the Council of Universities about the development of the evaluation, certification and accreditation processes in university education in Spain.

The 2013 report contains the results generated primarily from the evaluation of the university centre and institution internal quality assurance systems and from the procedures they have set up in order to review and improve the quality of teaching. The results are also based on the evaluation of officially recognised qualifications during their design, introduction and accreditation renewal stages, and on the appraisal of the university teaching and research staff either to certify the candidates applying for temporary or civil service teaching and research posts or for the purpose of recognising the work of teaching and research staff while undertaking their function in the universities.

Participation in the Spanish Network of University Quality Agencies (REACU)

ACSUG is a member of REACU, a body to which all the regional university quality assurance agencies and the National Agency for Quality Evaluation and Accreditation (ANECA) belong. During its periodic meetings, issues relating to assessment and coordination that affect all the Spanish agencies are discussed.

Participation in the Committee for the Regulation of Monitoring and Accreditation of University Qualifications (CURSA)

ACSUG is a member of CURSA, the committee that plays a key role in the design and development of methodologies for evaluating the officially recognised university qualifications.

COURSES, WORKSHOPS AND SEMINARS

Organised by ACSUG

DATE	ACTIVITY	PLACE
05/02/14	Training workshop for DOCENTIA Programme Assessment Panels, at the University of A Coruña (UDC)	ACSUG
13/02/14	Training workshop for ACSUG qualification accreditation, verification and monitoring assessment panels	ACSUG
04/06/14 & 06/06/14	Training workshop for representatives from Uzbekistan as part of the Tempus SAMUZ Programme	ACSUG
19/06/14	Presentation of the publication: "Labour market integration survey of 2009-2010 SUG graduates"	ACSUG
27/06/14	Training workshop for representatives from the University of Guanajuato of Mexico	ACSUG
18/07/14	Training workshop for the ACSUG assessment panels who will be conducting the external evaluation of the Andina Néstor Cáceres Velásquez University (UANCV) in Peru	ACSUG
30/07/14	Presentation of preview of results of: "Labour market integration survey of 2010-2011 Galician University System graduates"	ACSUG
27/10/14	Training workshop for ACSUG assessment panels for the renewal of qualification accreditation	ACSUG
11/12/14	Seminars for the presentation of the Accredita Programme to the universities	ACSUG

Presentation of papers

DATE	ACTIVITY	PARTICIPATION	PLACE
06/03/14	Doctorates and Quality Conference	Presentation of a paper by the ACSUG Director	UVIGO (Vigo)
23/04/14	4th Orientation Seminars of the UDC	Presentation of a paper by ACSUG technical officer	UDC (A Coruña)
13/11/14	4th Seminars on Occupational Observatories	Presentation of a paper by ACSUG technical officer	UDC (A Coruña)

PUBLICATIONS

In 2014 ACSUG released the following publications::

Annual report



Title: Memoria de actividades 2012 [ANNUAL REPORT 2012]
Pages: 28
Year: 2014

Labour Market Integration



Title: Estudio de la inserción laboral de los titulados en el Sistema Universitario de Galicia 2009-2010 [Labour market integration survey of 2009-2010 Galician University System graduates]
Pages: 197
Year: 2014
Legal Deposit: C 61-2014
ISBN: 978-84-695-9851-1

Other publications



Title: Herramientas de evaluación para la mejora de la calidad de enseñanzas y centros de educación superior [Evaluation tools for improving the quality of higher education teaching and institutions]
Pages: 376
Year: 2014
Legal Deposit: C 2167-2014

