



**AGENCY FOR QUALITY ASSURANCE  
IN THE GALICIAN UNIVERSITY SYSTEM (ACSUG)**  
Annual Report 2017





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IN THE GALICIAN UNIVERSITY SYSTEM (ACSUG)  
Annual Report 2017



**ACSUG**  
AXENCIA para a CALIDADE do  
SISTEMA UNIVERSITARIO de  
GALICIA

Edited by:

**Agency for Quality Assurance in the Galician University System (ACSUG)**

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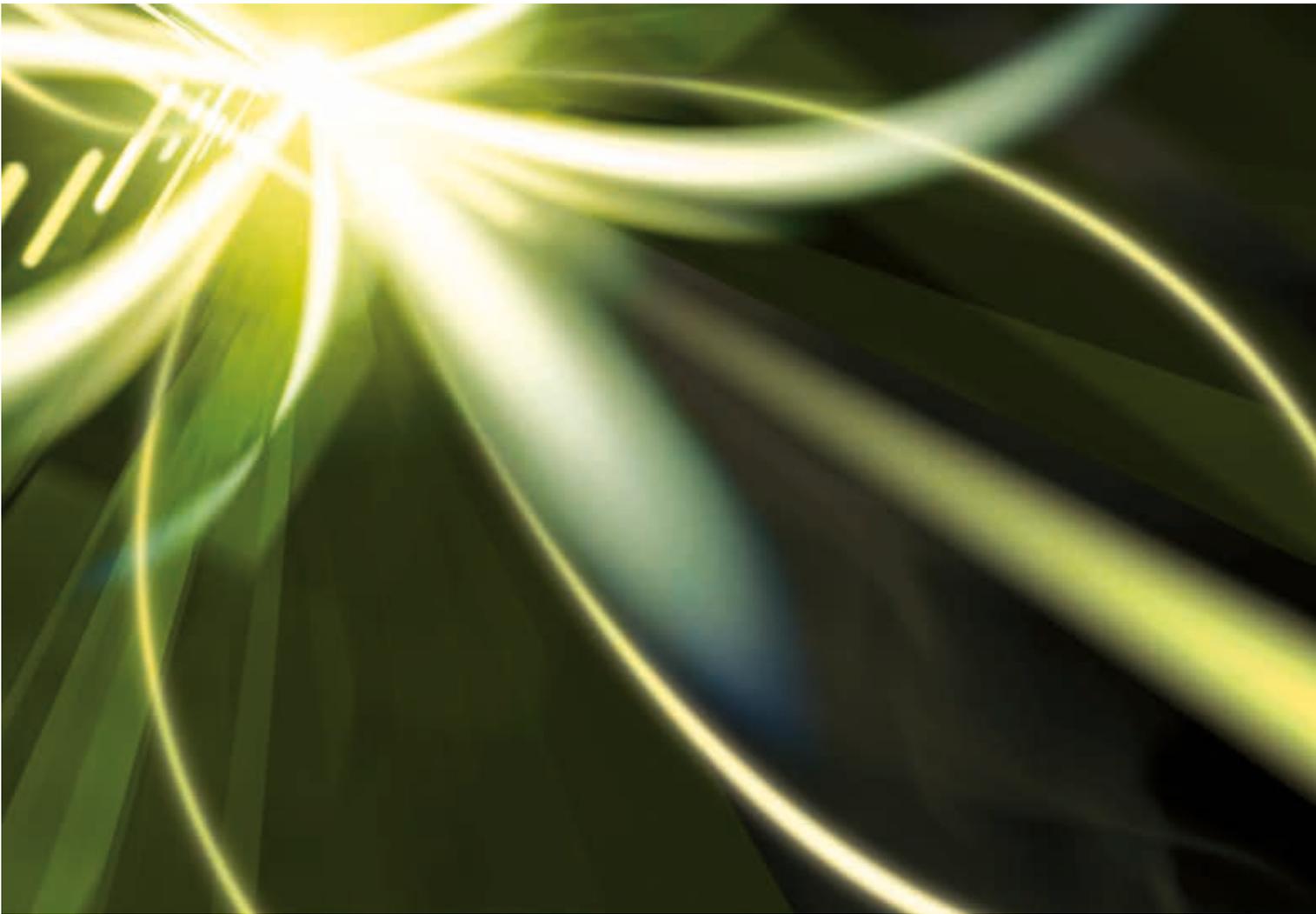


ACSUG has implemented an AENOR certified Quality and Environmental Management System that meets the ISO 9001:2008 and ISO 14001:2004 Standards. Our Environmental Management System has been verified by the European Eco-Management and Audit Scheme (EMAS).



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## Introduction

The Agency for Quality Assurance in the Galician University System (ACSUG) was founded in 2001 with the primary mission of contributing to 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 its internal operation a priority to ensure its tasks are performed effectively and efficiently. ACSUG has therefore implemented and has externally certified 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.

During 2017, ACSUG has continued performing the tasks that were implemented in previous years and has continued to strive towards improving quality in the Galician universities. These activities include the verification, monitoring and renewal of university qualification accreditation; 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.

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 assessing officially recognised university qualifications.

In the international sphere, the ACSUG actively participates in the associations and bodies of which it is a member, such as the European Association for Quality Assurance in Higher Education (ENQA), the European Quality Assurance Register for Higher Education (EQAR) and the European Consortium for Accreditation (ECA).

Other key activities in the international field include its continuation with and the stepping up of its activities in Latin America. It signed several partnership and evaluation agreements with universities in Mexico: Anáhuac Xalapa University and Cancún University, as well as with Liberquaré University.

We lastly wish to mention ACSUG's participation in several activities with the Ministry of Education of the Dominican Republic in order to coordinate efforts and establish mutual collaboration in such activities as training, advice and assessment to promote quality assurance in higher education in this country.

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 complete range of functions and activities it has undertaken in 2017.

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## ACSUG mission and vision

In its 2016-2020 Strategic Plan, ACSUG has set out the broad goals and strategies that serve as the basis for the agency's activities.

A significant part of this document relates to the ACSUG Mission and Vision.

### MISSION

The ACSUG's fundamental mission is to promote and contribute towards quality assurance in the Galician University System (SUG), working to further its continuous improvement and informing society about its activities and its results, to ensure that the SUG is able to respond to the social and economic conditions at all times.

### VISION

The ACSUG strives to become an agency of proven quality and efficiency and to be recognised as such in the field of university quality assurance, both nationally and internationally, while consistently abiding by the principles of independence, objectivity and transparency and basing its work on national and international standards of quality assurance in higher education.

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# Structure and organisation chart

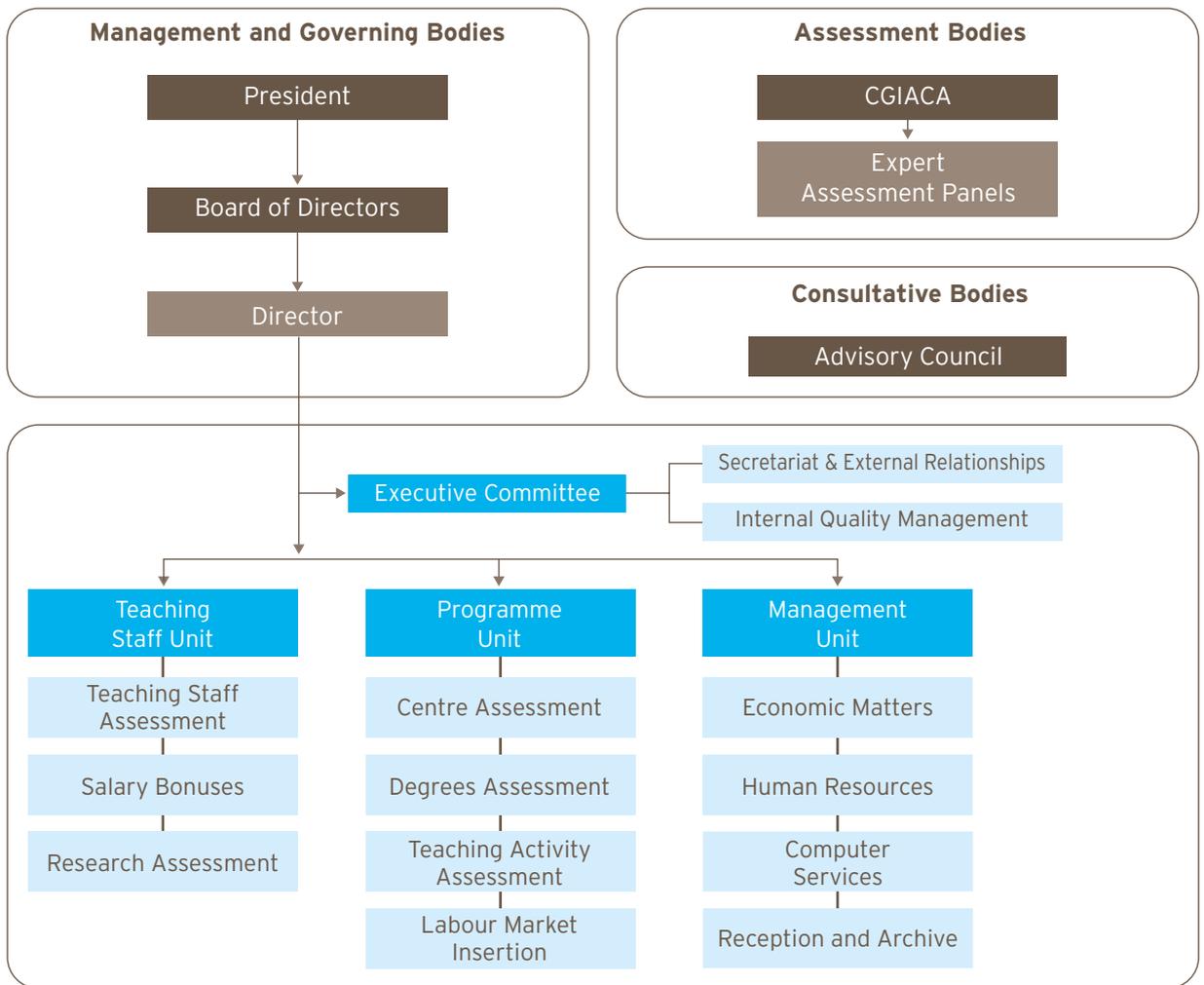
## ORGANISATIONAL STRUCTURE AND HUMAN RESOURCES

### ORGANISATIONAL STRUCTURE

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

At 31.12.2017, ACSUG's governing and management bodies comprise the President, the Board of Directors and the Director.

The Galician Committee for Reports, Assessment, Certification and Accreditation (CGIACA), as the supreme assessment body, and the Advisory Council as its consultative body, are permanent ACSUG bodies.



### **The ACSUG President**

This 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, management and administrative body. Its functions include: approval of the annual programme of activities, the adoption of the appropriate procedures to ensure the optimum organization and operation of the ACSUG and approval of 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 Director's 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 that 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.

The CGIACA has made publicly available its functional regulations, the procedures and protocols for the assessments, reports and certifications it approves; the regulations governing its composition, its operational framework 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 and amendments to official qualifications and their accreditation; for evaluating the design and certification of the internal quality assurance procedures adopted in university institutions; for assessing institutions outside the Spanish University System (SUE); for implementing the university teaching staff appraisal programme (Docentia Programme) and for conducting the labour market integration surveys of SUG university graduates.

### Teaching Staff Department

This is responsible for the appraisal of university teaching staff prior to their recruitment, and for the assignment 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 it is essential for the agency to run smoothly in order to perform 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 2015-2018 certification cycle.

The following improvement actions were undertaken during 2017:

- Review, adaptation and approval of a new version of the ACSUG functional profiles.
- Adaptation of the ACSUG Management System to meet the new ISO 9001 and ISO 14001 standards, to prepare for the audit for the renewal of its certification in 2018, to be conducted in accordance with the new standards.
- Appointment of an Internal Quality Assurance Committee at ACSUG to improve the review process of the system and to encourage the engagement and participation of all staff.

In 2018, we will concentrate on the following aspects:

- Digitalisation of the ACSUG Management System paperwork and the creation of a documentation manager.
- Continuing to implement the improvement action to organise and streamline the ACSUG filing system.
- Continuing to work on the operability of the ACSUG website with a new specific link to provide more intuitive access to the various reports issued by the agency.
- Continuing with the development and implementation of the ACSUG 2016-2020 Strategic Plan, establishing specific targets to be accomplished and introducing annual operational plans to achieve these targets.

- Continuing to plan our activities and the meta-evaluation of the evaluation processes.
- Through the audit of the 2018 certification renewal, we will check the effectivity of the changes made to the ACSUG Management System to ensure they meet the new ISO 9001 and ISO 14001 standards.
- Consolidation and intensification of the work of the ACSUG Internal Quality Assurance Board.
- Continuing to bring relevant matters for discussion to the regular staff meetings.

### **Introduction of other quality assurance and management related regulations**

ACSUG is constantly striving to introduce any regulation that facilitates continuous improvement and which helps it to perform its tasks more effectively. 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 2017, in addition to the work generated by the day-to-day activities at ACSUG, the IT services department also carried out the following tasks:

- Adaptation and improvements to the management applications for the procedures undertaken by ACSUG (regional bonuses, teaching staff accreditation, subventions for the consolidation and restructuring programme for the research units, etc.) arising from the comments/suggestions from the users (applicants, administrators and assessors) and from the changes to the evaluation processes.

- Improvements and adjustments to the application that manages the Programme for Evaluating the Performance of University Teaching Staff (DOCENTIA Programme) at the University of A Coruña, the outcome of the ongoing improvement process and the changes to the manual. An agreement was signed with the University of Vigo, through which it is to use our tool for the first time. A module adapted to their evaluation procedure is therefore included.

## FINANCIAL ADMINISTRATION

The 2016-2020 Galician University System Funding Programme contains a specific item to ensure the smooth running of all ACSUG activities. This item is included every year in the Autonomous Community of Galicia budget.

ACSUG receives other income from the assessment activities it is requested to perform and which are formalised through collaboration agreements (evaluation of the Docentia Programme at SUG universities, analysis and monitoring of the R&D+i capabilities linked to the non-university field; appraisal of the merits of the teaching staff at the University of Oviedo, assessment of various university institutions in Peru, Mexico, etc.).

Since 2014, ACSUG also receives fees for administrative services for assessment related tasks or for work on the reports on university teaching staff.

Below are the details of the income for the 2017 financial year:

Income in the Financial Year	Forecasts	Fees settled
3. Fees, public service charges and other income	8,778.86	19,873.25
4. Current transfers	1,204,955.00	1,204,955.00
5. Equity income	350.00	221.48
8. Financial assets	0.00	4,011.00
<b>Total</b>	<b>1,214,083.86</b>	<b>1,229,060.73</b>

Through budgetary control, we are aware at all times of the cost of each of the activities we undertake, which allows us to make forecasts and spend the income we receive efficiently, responsibly and in a balanced manner.

Below are details of the expenditure budget for the 2017 financial year:

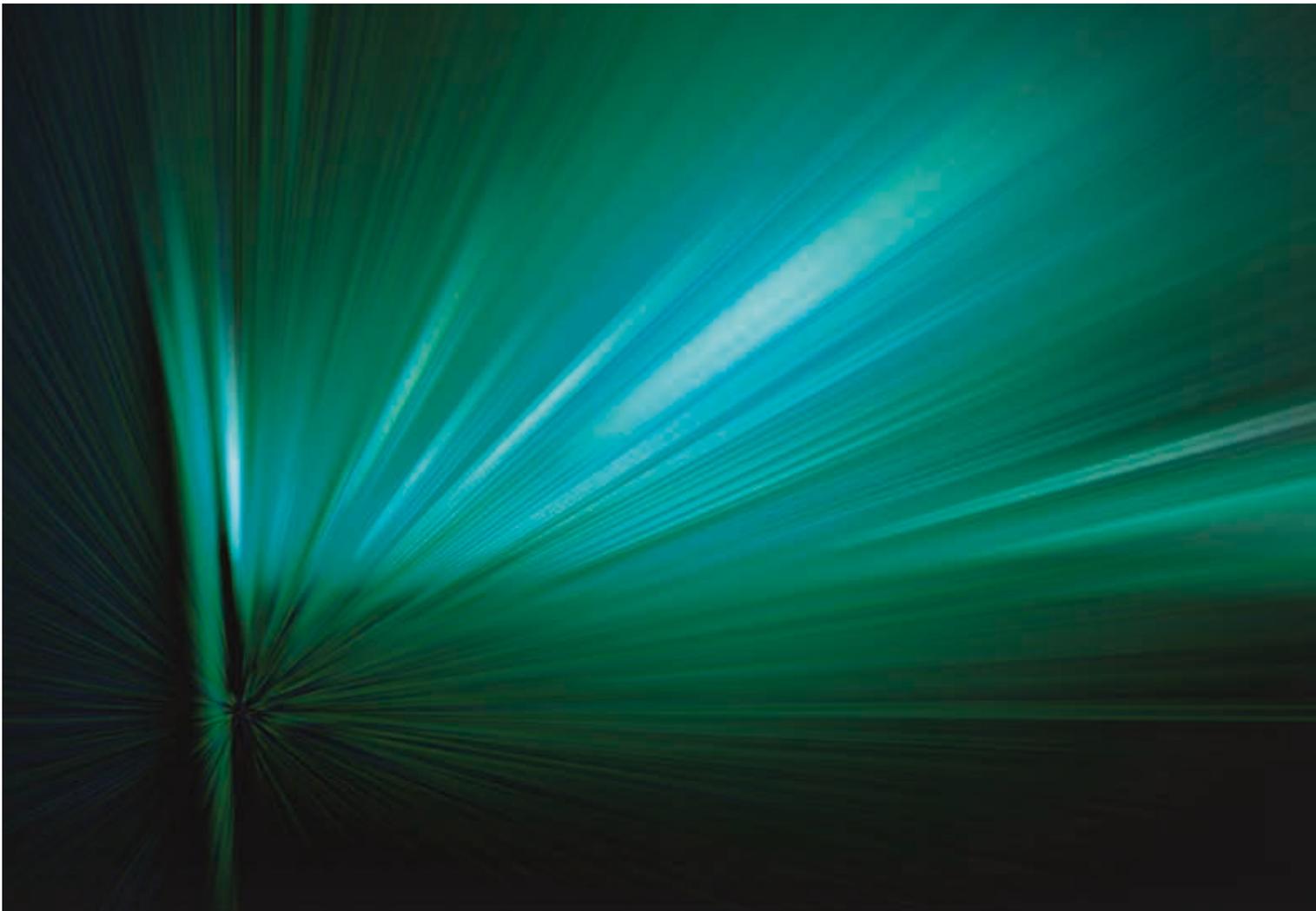
Expenditure in the Financial Year	Credits	Recognised liabilities
1 Personnel costs	504,436.71	474,712.89
2. Current expenditure on goods and services	683,747.15	708,432.13
6. Real investments	22,000.00	4,314.00
8. Financial assets	3,900.00	6,685.00
<b>Total</b>	<b>1,214,083.86</b>	<b>1,194,144.02</b>

<b>Expenditure in the Financial Year - Departments</b>	<b>Credits</b>	<b>Recognised liabilities</b>
1 ACSUG bodies	72,813.00	59,932.96
2. Quality evaluation activities	801,998.00	796,435.65
3. External collaboration activities	35,347.90	56,302.62
4. Administration Department	303,924.96	281,472.79
<b>Total</b>	<b>1,214,083.86</b>	<b>1,194,144.02</b>

Pursuant to the 17th additional provision of Law 1/2007 governing the budgets of the Regional Government of Galicia, the audit of the 2017 annual accounts was undertaken by the General Audit Office of the Autonomous Regional Government through a private auditing company.

The annual accounts and the audit report are also forwarded to the Galician Accounts Department.

STRUCTURE AND ORGANISATION CHART



# Activities and programmes implemented in 2017

## EVALUATION OF QUALIFICATIONS AND CENTRES

### Verification and 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 term established by the aforementioned regulations.

During the 2016/2017 academic year, 10 qualifications were submitted for verification, all of which gained a Favourable Final Report, with 27 modifications, all of which were approved.

ACTIVITIES AND PROGRAMMES  
IMPLEMENTED IN 2017

Verifications and modifications evaluated by ACSUG in 2017.

QUALIFICATIONS EVALUATED BY ACSUG IN THE VERIFICATION AND MODIFICATION PROCESSES									
BRANCH	CYCLE	2017							
		UDC		USC		UVI		TOTAL	
			MOD	VER	MOD	VER	MOD	VER	MOD
<b>Arts and Humanities</b>	Bachelor's Degree	0	2	0	0	0	0	<b>0</b>	<b>2</b>
	Master's Degree	0	0	0	0	0	0	<b>0</b>	<b>0</b>
	Doctorate	0	0	0	0	1	0	<b>1</b>	<b>0</b>
<b>Sciences</b>	Bachelor's Degree	0	2	0	0	0	0	<b>0</b>	<b>2</b>
	Master's Degree	0	0	1	2	0	0	<b>1</b>	<b>2</b>
	Doctorate	0	0	0	0	1	0	<b>1</b>	<b>0</b>
<b>Health Sciences</b>	Bachelor's Degree	0	0	0	1	0	0	<b>0</b>	<b>1</b>
	Master's Degree	0	0	0	1	0	0	<b>0</b>	<b>1</b>
	Doctorate	0	0	0	1	0	0	<b>0</b>	<b>1</b>
<b>Social and Legal Sciences</b>	Bachelor's Degree	0	1	0	1	0	2	<b>0</b>	<b>4</b>
	Master's Degree	0	0	0	1	0	3	<b>0</b>	<b>4</b>
	Doctorate	0	0	0	0	2	0	<b>2</b>	<b>0</b>
<b>Engineering and Architecture</b>	Bachelor's Degree	1	2	0	1	0	3	<b>1</b>	<b>6</b>
	Master's Degree	1	2	1	1	2	1	<b>4</b>	<b>4</b>
	Doctorate	0	0	0	0	0	0	<b>0</b>	<b>0</b>
<b>TOTAL</b>		<b>2</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>9</b>	<b>6</b>	<b>9</b>	<b>10</b>

### Monitoring officially recognised Bachelor and Master's degrees

With regard to the qualification monitoring programme, in 2017, ACSUG monitored 45 qualifications: 4 degree courses, 12 master's courses and 29 doctorate programmes.

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

QUALIFICATIONS MONITORED BY ACSUG					
BRANCH	CYCLE	2017			TOTAL
		UDC	USC	UVI	
Arts and Humanities	Bachelor's Degree	0	0	0	0
	Master's Degree	0	0	1	1
	Doctorate	0	2	2	4
Sciences	Bachelor's Degree	0	0	0	0
	Master's Degree	0	1	1	2
	Doctorate	3	2	3	8
Health Sciences	Bachelor's Degree	0	2	0	2
	Master's Degree	0	0	0	0
	Doctorate	0	3	0	3
Social and Legal Sciences	Bachelor's Degree	0	1	0	1
	Master's Degree	3	0	0	3
	Doctorate	1	2	2	5
Engineering and Architecture	Bachelor's Degree	0	0	1	1
	Master's Degree	2	0	4	6
	Doctorate	5	2	2	9
<b>TOTAL</b>		<b>14</b>	<b>15</b>	<b>16</b>	<b>45</b>

### Renewal of accreditation of university qualifications

In the 2016/2017 academic year, continuing with the implementation of the accreditation renewal programme,

the Assessment Panels visited 42 institutions where the 70 qualifications submitted for the process are taught. The table below contains the qualifications whose accreditation was renewed and the dates on which the visits were made.

UNI	BRANCH	CENTRE	VISIT	QUALIFICATIONS
UDC	Social and Legal Sciences	University College of Tourism	27 March 2017	- Degree in Tourism
		Faculty of Communication Sciences	20 March 2017	-Degree in Audiovisual Communication
		Faculty of Labour Science	20-21 March 2017	- Degree in Labour Relations and Human Resources - Master's in Occupational Risk Prevention and Common Risks
		Faculty of Law	7 March 2017	- Degree in Law
		Faculty of Economics and Business	23-24 May 2017	- University Master's in Higher Accounting and Auditing of Accounts - University Master's in Business Administration (MBA)
	Arts and Humanities	Faculty of Languages	13, 14 & 15 March 2017	- Degree in Galician and Portuguese: Linguistic and Literary Studies - Degree in Spanish: Linguistic and Literary Studies - Degree in English: Linguistic and Literary Studies - University Master's in Applied Linguistics (interuniversity) - University Master's in Literature, Culture and Diversity
		Faculty of Humanities and Documentation	4-5 April 2017	- Degree in Humanities - Degree in Information and Documentation
	Health Sciences	Faculty of Education Sciences	1 March 2017	- Degree in Logopaedia
		Faculty of Nursing and Podiatry	7-8 March 2017	- Degree in Nursing - Degree in Podiatry

Calendar of visits for the qualifications participating in the accreditation renewal programme 2016/2017.

ACTIVITIES AND PROGRAMMES  
IMPLEMENTED IN 2017

USC	Arts and Humanities	Faculty of Languages	29, 30 & 31 March 2017	<ul style="list-style-type: none"> <li>- Degree in Galician Language and Literature</li> <li>- Degree in Spanish Language and Literature (inter-institutional Santiago-Lugo)</li> <li>- Degree in English Language and Literature</li> <li>- Degree in Modern Language and Literature</li> <li>- Degree in Classics</li> <li>- University Master's in Advanced English Studies and their Applications (interuniversity with UDC &amp; UVI)</li> <li>- University Master's in Literature and Cultural Studies</li> </ul>
		Faculty of Philosophy	3 April 2017	- Degree in Philosophy
	Engineering and Architecture	Higher Polytechnic College	26, 27 & 28 April 2017	<ul style="list-style-type: none"> <li>- Master's in Agronomy Engineering</li> <li>- Master's in Forestry Engineering</li> </ul>
		Faculty of Mathematics	25-26 April 2017	- Masters in Industrial Mathematics (inter-university with UDC & UVI)
	Sciences	Faculty of Biology	16 March 2017	- Degree in Biology
		Faculty of Physics	28-29 March 2017	<ul style="list-style-type: none"> <li>- Degree in Physics</li> <li>- University Master's in Physics</li> </ul>
		Faculty of Chemistry	22-23 March 2017	<ul style="list-style-type: none"> <li>- Degree in Chemistry</li> <li>- University Master's in Organic Chemistry</li> </ul>
	Health Sciences	Faculty of Medicine and Dental Medicine	21-22 March 2017	- Degree in Dental Medicine
		Faculty of Pharmacy	28-29 March 2017	- Degree in Pharmacy
		Faculty of Nursing	4-5 April 2017	- Degree in Nursing
		Faculty of Veterinary Studies	25-26 April 2017	- Degree in Veterinary Studies
	Social and Legal Sciences	Faculty of Communication Sciences	1-4 April 2017	<ul style="list-style-type: none"> <li>- Degree in Journalism</li> <li>- Degree in Audiovisual Communication</li> </ul>
		Faculty of Economics and Business Studies	13-14 March 2017	<ul style="list-style-type: none"> <li>- Degree in Economics</li> <li>- Degree in Business Administration and Management</li> <li>- University Master's in Urban Tourism and Business Management</li> </ul>
		Faculty of Labour Relations	8 March 2017	- Degree in Labour Relations and Human Resources

USC	Social and Legal Sciences	Faculty of Geography and History	21-22 February 2017	<ul style="list-style-type: none"> <li>- University Master's in Archaeology and Science of the Ancient World</li> <li>- University Master's in the Management of Artistic and Architectural Heritage, Museums and the Art Market</li> <li>- University Master's in Planning and Management of Territorial Development</li> </ul>
UVI	Arts and Humanities	Faculty of Languages and Translation	15 May 2017	- University Master's in Translation for International Communications
		Faculty of History	10 March 2017	- Degree in Geography and History
	Engineering and Architecture	School of Industrial Engineering	15-16 March 2017	<ul style="list-style-type: none"> <li>- Master's in Automotive Engineering</li> <li>- Master's in Mechatronics</li> <li>- Master's in Design Processes and Mechanical Production</li> </ul>
		Higher Technical College of Computer Engineering	13-14 March 2017	- Degree in Computer Engineering
	Sciences	Faculty of Biology	3 May 2017	- University Master's in Marine Biology
		Faculty of Marine Science	7-8 March 2017	- Degree in Marine Science
		Faculty of Chemistry	8-9 March 2017	- Degree in Chemistry
	Health Sciences	Faculty of Physiotherapy	15 March 2017	- Degree in Physiotherapy
		Faculty of Nursing	18-19 April 2017	- Degree in Nursing
	Social and Legal Sciences	Faculty of Social Sciences and Communication	8 May 2017	- University Master's in Public Management and Leadership
		Faculty of Education Sciences	15-16 March 2017	<ul style="list-style-type: none"> <li>- Degree in Infant Education</li> <li>- Degree in Primary Education</li> <li>- Degree in Social Education</li> <li>- Degree in Social Work</li> </ul>
		Faculty of Legal and Labour Sciences	8 May 2017	University Master's in Business Law
		Faculty of Economics and Business Studies	25-26 April 2017	<ul style="list-style-type: none"> <li>- Degree in Business Administration and Management</li> <li>- Degree in Economics</li> <li>- University Master's in Integrated Business Management and Corporate Social Responsibility</li> </ul>

ACTIVITIES AND PROGRAMMES  
IMPLEMENTED IN 2017

UVI	Social and Legal Sciences	Faculty of Education and Sports Sciences	6 April 2017	- Degree in Physical Activity and Sports Sciences
		Faculty of Law	23 February 2017	- Degree in Law
		Faculty of Business Science and Tourism	9-10 May 2017	- Degree in Tourism - Master's in Interior and Health Tourism Management and Planning - Master's in Sports Business Management

## QUALITY ASSURANCE SYSTEMS. FIDES-AUDIT PROGRAMME

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 is conducted according to previously

established criteria that are published on the ACSUG website.

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

### PANEL 1

Chair: Antonio López Cabanes  
Business representative: María Vilas Breijo  
Student: Javier Puga Alonso  
Secretary: M<sup>a</sup> Paula Ríos de Deus (ACSUG)

### PANEL 2

Chief Auditor: Laureano González Vega  
Business representatives: Marta González Moldes & Cecilia de la Rosa González  
Student: Marta López López  
Secretary: M<sup>a</sup> Dolores Castro Pais (ACSUG)

In November 2016, the announcement was published calling for applications from the institutions to take part in the IQAS implementation certification process for the 2016/2017 academic year.

Six centres submitted applications, obtaining the following results:

#### UVI:

- Faculty of Education Sciences: Favourable
- Faculty of History: Favourable

#### USC:

- Higher Polytechnic College (Lugo): Favourable
- Faculty of Science (Lugo): Favourable
- Faculty of Biology: Favourable
- Faculty of Psychology: Favourable

## ASSESSMENT OF TEACHING STAFF

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

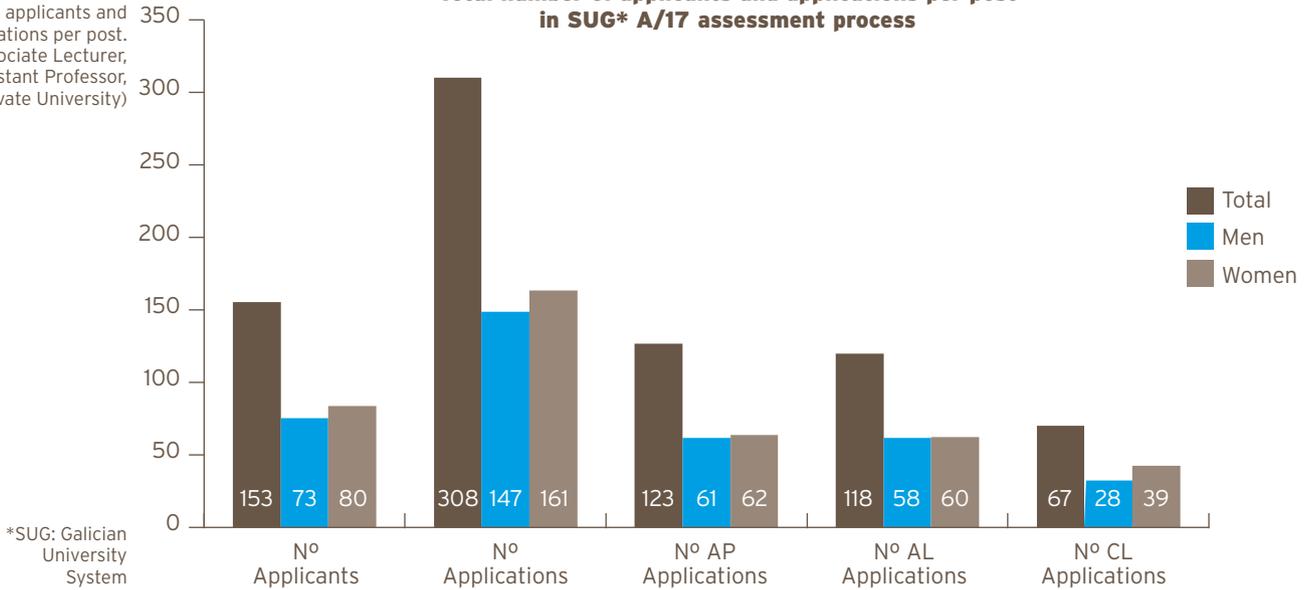
Following what has become the usual procedure in recent years, in 2017, the annual invitation for assessment prior to the recruitment of university teaching staff took place:

- Resolution of 26 April 2017 by the ACSUG President approving the ordinary invitation for assessment prior to the recruitment of teaching staff by the universities of the Galician University System (SUG).

There was a fluctuation in the number of applications compared with previous years, with the number of applicants in this round of assessments falling in relation to the previous one.

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

**Total number of applicants and applications per post in SUG\* A/17 assessment process**

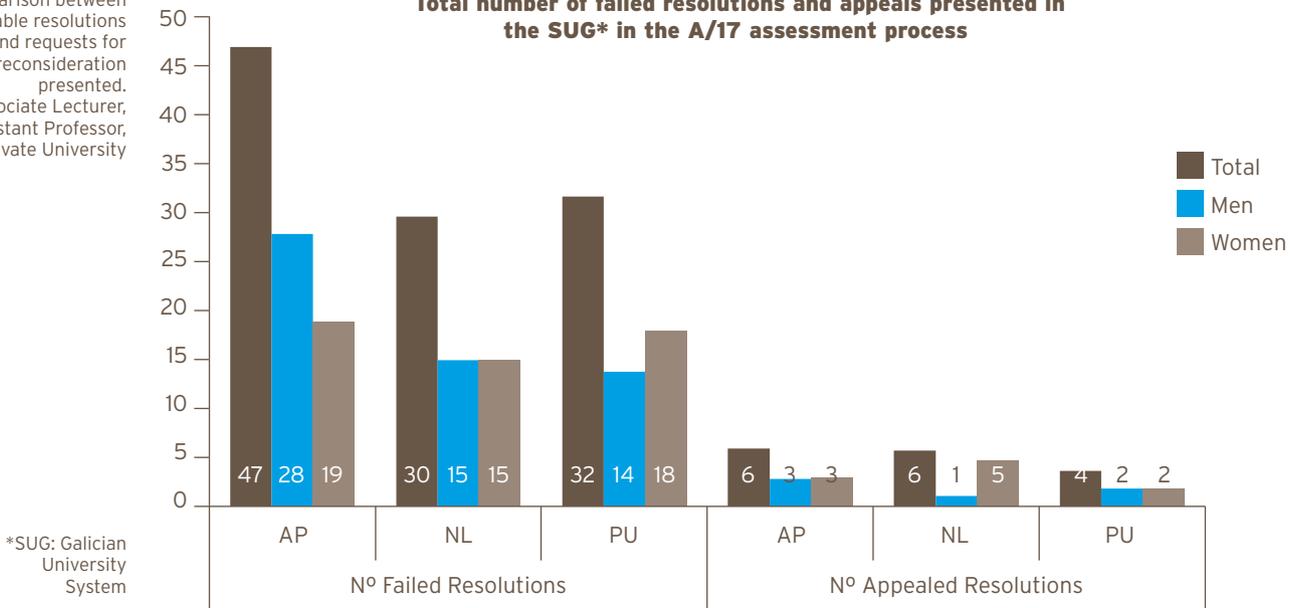


With respect to the appeals for reconsideration presented this year, we have registered and resolved 12% of the appeals relating to the negative appraisals in the three categories. The graph below shows the number of appeals

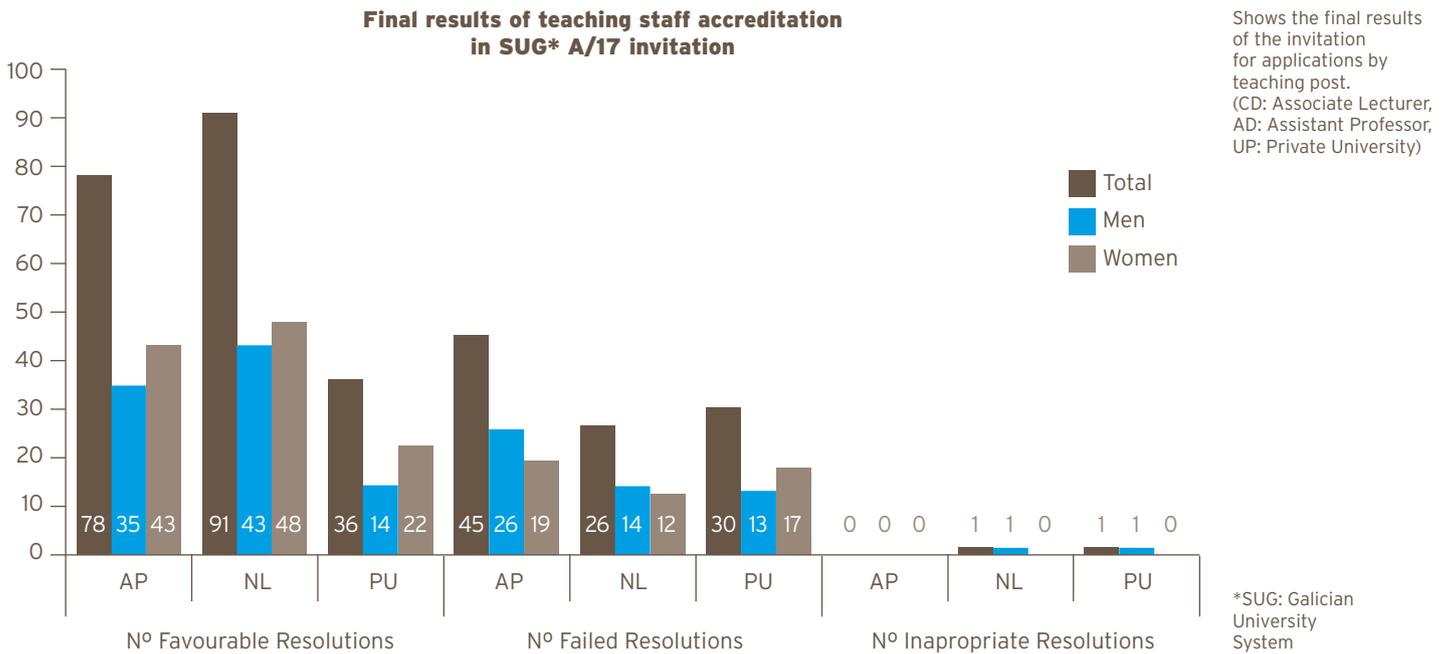
submitted for each category in relation to the resolution of negative appraisals.

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

**Total number of failed resolutions and appeals presented in the SUG\* in the A/17 assessment process**



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



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

The Order of 22 April 2008 (Official Journal of Galicia -DOG- 5 May 2008) sets forth 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.

### 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. This year, 2017, there were no applicants in this category.

### **Appraisal prior to a temporary lecturer becoming a tenured lecturer.**

All temporary lecturers who have had their contracts extended by any of the state 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, 1 applicant applied for this appraisal, from the University of A Coruña, who achieved a favourable result.

### **Incentive Payments**

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 for the management of university teaching staff. Its 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).

The data relating to the overall results for these four bonus payments in the 2017 procedure does not appear

in this annual report since the invitations were published towards the end of the year and the applications are still in the process of evaluation. They will be examined in the 2018 annual report.

This report therefore covers the overall figures for the 2016 processes, since they were completed and resolved during 2017.

In this annual report, we wish to mention the change resulting from the modification to the Common Administrative Procedures in Public Administration Law 39/2015 of 1 October. This modification makes it compulsory to perform all administrative procedures online in order for them to be processed. As set forth in Art. 14.2, it is compulsory for all Public Administration employees in all procedures and in all matters in relation to them on account of their condition as public employees, in the manner as so legally described by each Administration.

The new system of dealing with the administration through electronic means has led to a wide-ranging structural change in all the instruments required to formalise the processes. Consequently, both the building of a new system, which is not yet totally defined (Virtual Registration Platform of the Regional Government of Galicia), and the unsuitability of the applicants' IT systems to the technical requirements of the registration system, have resulted in a large number of applications not being admitted for processing, causing a number of problems for the applicants.

APPLICATIONS WITH FORMAL PROCEDURAL ERRORS			
PROCEDURE	TOTAL	ADMITTED	REJECTED
<b>Excellence</b>	63	41	22
<b>Management</b>	25	13	12
<b>Cid-Cli</b>	15	8	7

The cases of formal procedural errors include both applications submitted on paper, disregarding the obligation to submit them electronically, those having registered online but not through the ACSUG application and those, who despite attempting it, were nevertheless, not able to complete the online registration process. Each case was carefully considered, resulting in some being finally admitted, as is shown on the table.

Just as the application registration process has changed, so too has the system for the notification of the resolutions. The online notifications are made through the Galician Electronic Notification System - Notifica.gal, available through the Galician Regional Government electronic site (<https://sede.xunta.gal>). These notifications shall not have the purpose of proving notification, and their absence does not prevent the notification being deemed to be fully valid. Like the registration system, the notification system has also generated uncertainty among the applicants, particularly with regards to the legal notification and appeal periods.

It is hoped that the problems that have arisen will be resolved in future evaluation processes as the steps to resolve them are gradually introduced.

This data presented below encompasses the overall results for the 2016 processes for the four complementary incentive payments that currently exist in Galicia.

2016 APPRAISAL PROCESS	TOTAL APPLICATIONS ASSESSED	NEGATIVE RESOLUTIONS	POSITIVE RESOLUTIONS	% POSITIVE APPLICATIONS
<b>Teaching and Research Work</b>	70	31	39	55.7%
<b>Teaching and Research Curricular Excellence</b>	549	2	547	99.6%
<b>Administrative Work</b>	191	27	164	85.9%
<b>Total</b>	<b>810</b>	<b>60</b>	<b>750</b>	<b>92.6%</b>

Overview of the  
2016 Teaching Staff  
Incentive Payment  
Appraisal Processes

The percentage of negative resolutions varies widely from one incentive payment to another. While, for the incentive payment for teaching and research work (CLD-CLI) the percentage is decidedly high (one of the most frequent causes is that applicants register their application for this bonus when they should in fact be applying for the curricular excellence recognition), this proportion is much lower in the other two categories. This is because applicants usually respect the evaluation criteria and if they do not meet them, they do not normally apply.

#### **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 figures included in this annual report correspond to the 2016 process which was completed in 2017.

The invitation was published in the Official Journal of Galicia (DOG) on 2 December through the Resolution of 7 October 2016 *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 are broken down by applicant, overall results, results by incentive payment category and status of the applicant.

Distribution of applications by incentive type and by university

Post/university	CLD APPLICATIONS	CLI APPLICATIONS	TOTAL APPLICATIONS
<b>UDC</b>	9	12	21
<b>USC</b>	17	17	34
<b>UVI</b>	7	8	15
<b>TOTAL</b>	<b>33</b>	<b>37</b>	<b>70</b>

Distribution of applications by university and by result

Post/university	TOTAL APPLICATIONS	OVERALL RESULTS	
		COMPLY	DO NOT COMPLY
<b>UDC</b>	21	16	5
<b>USC</b>	34	12	22
<b>UVI</b>	15	11	4
<b>TOTAL</b>	<b>70</b>	<b>39</b>	<b>31</b>

ACTIVITIES AND PROGRAMMES  
IMPLEMENTED IN 2017

Post/university	CLD APPLICATIONS	CLD RESULTS BREAKDOWN	
		COMPLY	DO NOT COMPLY
<b>UDC</b>	9	5	4
<b>USC</b>	17	6	11
<b>UVI</b>	7	4	3
<b>TOTAL</b>	<b>33</b>	<b>15</b>	<b>18</b>

Distribution of applications for the incentive for teaching work by university and by result

Post/university	CLI APPLICATIONS	CLI RESULTS BREAKDOWN	
		COMPLY	DO NOT COMPLY
<b>UDC</b>	12	11	1
<b>USC</b>	17	6	11
<b>UVI</b>	8	7	1
<b>TOTAL</b>	<b>37</b>	<b>24</b>	<b>13</b>

Distribution of applications for the incentive for research work by university and by result

POSITION	UDC	USC	UVI	TOTAL
<b>CU</b>	0	8	0	8
<b>TU</b>	4	10	3	17
<b>CEU</b>	0	0	0	0
<b>TEU</b>	6	1	4	11
<b>CD</b>	11	13	8	32
<b>OTHERS</b>	0	2	0	2
<b>TOTAL</b>	<b>21</b>	<b>34</b>	<b>15</b>	<b>70</b>

Distribution of applications by university and by post 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 Curricular Excellence in Teaching and Research

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 assignation of the allowances in recognition of curricular excellence and for administrative work, which are still applicable today.

The invitations for assessment in 2016 were published in the Official Journal of Galicia on 2 December 2016, through the Resolution of 5 October 2016. For this reason, both the procedures as well as the processing and evaluation of the applications for the 2016 process

were undertaken during the first four months of 2017 and are therefore analysed in this 2017 annual report.

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. This year corresponds with the 5-year expiry period for anyone who applied in the 2006 evaluation round, then again in 2011, and is therefore due for reassessment in 2016. Despite the forecasts, 2016 hasn't seen a huge volume of applications compared with 2006 and 2011. This is evidently because, after a minimum of 3 years following their assessment, it is possible to request a voluntary re-assessment, provided they can offer accreditation of a new basic evaluation merit (five-year or six-year period) and many did not therefore choose to wait for the 5 year expiry date.

Distribution of applications by university and by result. There were virtually no negative results, given that having completed a minimum of two five-year periods of teaching and one six-year period of research they are entitled to the allowance. Very few submit an application without meeting the requirements

Overall application results	Por universidades						Resultados globales	
	UDC	University	Overall results	% USC	UVI	% UVI		
% UDC	USC	% USC	UVI	% UVI			0,35%	
Negative results	2	0	0.00%	2	0.78%	0	0.00%	0.36%
<b>Positive results</b>	<b>547</b>	<b>126</b>	<b>100.00%</b>	<b>255</b>	<b>100.79%</b>	<b>168</b>	<b>100.00%</b>	<b>99.64%</b>
<b>TOTAL APPLICATIONS</b>	<b>549</b>	<b>126</b>	<b>22.95%</b>	<b>253</b>	<b>46.08%</b>	<b>168</b>	<b>30.60%</b>	<b>100.00%</b>

When examining the 2016 curricular excellence bonus results on both the graph and the table, it is important to distinguish between applicants being reassessed and the notably smaller number of new applicants. It must be

made clear that the percentage of reassessed candidates includes all candidates: those whose 5-year term had expired and those who renewed voluntarily at 3 or 4 years.

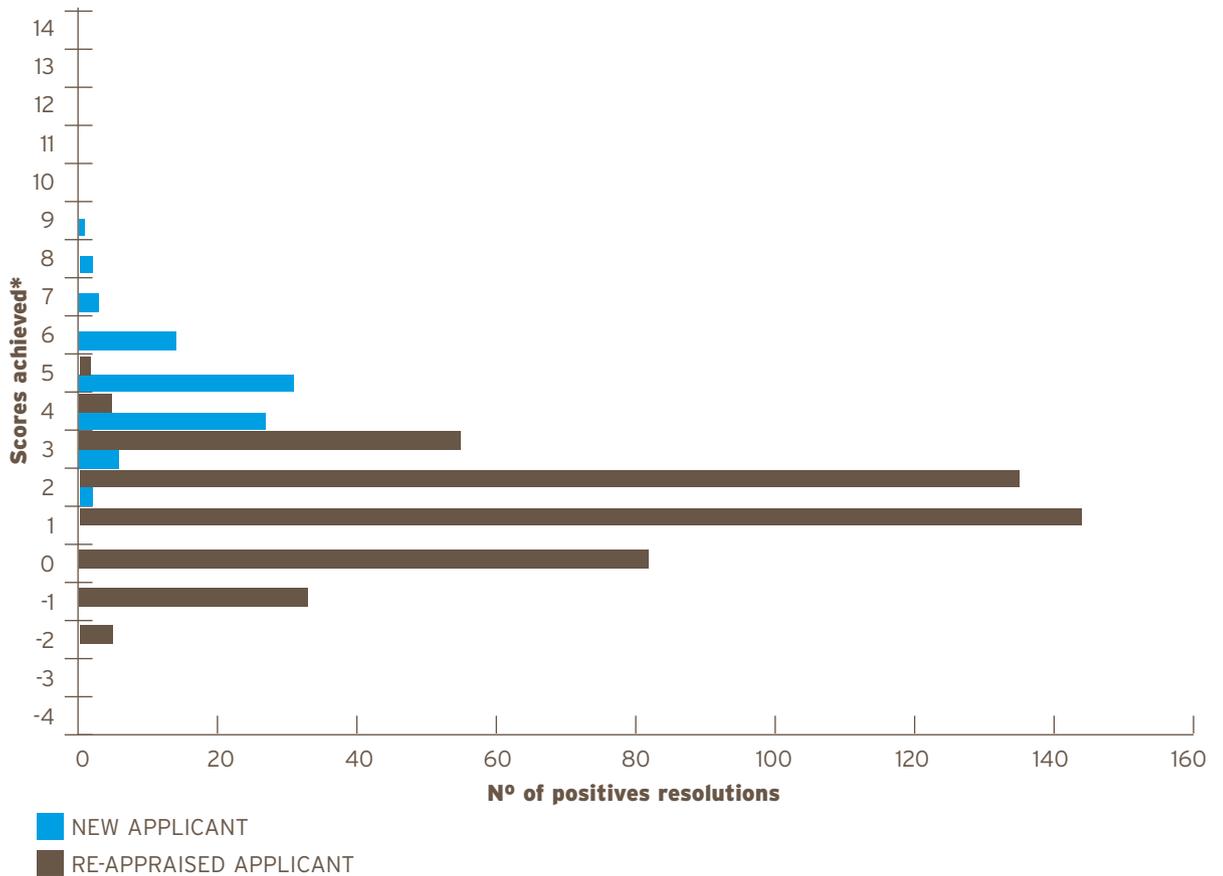
UNIVERSITIES		NEGATIVE RESOLUTIONS		POSITIVE RESOLUTIONS		APPLICANT DISTRIBUTION BY SCORE NEW ASSESSMENTS (2016 APPRAISAL)																		
						-4	-3	-2	-1	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
UDC 126	NEW APPLICANT	35	0	35	0	0	0	0	0	0	0	0	2	12	16	3	1	0	1	0	0	0	0	0
	RE-APPRAISED APPLICANT	91	0	91	0	0	1	4	12	37	26	10	0	1	0	0	0	0	0	0	0	0	0	0
USC 255	NEW APPLICANT	27	2	25	0	0	0	0	0	0	1	2	6	6	7	2	1	0	0	0	0	0	0	0
	RE-APPRAISED APPLICANT	228	0	228	0	0	2	22	45	63	70	24	2	0	0	0	0	0	0	0	0	0	0	0
UVI 168	NEW APPLICANT	26	0	26	0	0	0	0	0	0	1	2	9	9	4	0	1	0	0	0	0	0	0	0
	RE-APPRAISED APPLICANT	142	0	142	0	0	2	7	25	44	39	21	3	1	0	0	0	0	0	0	0	0	0	0
Total 549	NEW APPLICANT	88	2	86	0	0	0	0	0	0	2	6	27	31	14	3	2	1	0	0	0	0	0	0
	RE-APPRAISED APPLICANT	461	0	461	0	0	5	33	82	144	135	55	5	2	0	0	0	0	0	0	0	0	0	0

The most frequent results amongst re-appraised candidates are scores of between -1, 0 and 3. Applicants with a score of 0 do not in fact decrease or increase their overall grade with regard to the score obtained in previous assessment processes and simply remain as they were.

The most frequent scores among new applicants are those falling between 4 and 6 points. It would be unusual for anyone to achieve a high score in their first assessment. However, on this occasion, three such cases can be observed in the table: One new applicant from UDC with a score of 9, one from USC and one new one from UVI with a score of 8 on their first assessment.

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

### Curricular excellence resolutions 1C-16



We should point out that, with regard to the reassessments, the table shows the scores that have been incorporated into the grades already consolidated with in previous assessment rounds (which explains some negative results if the grade has fallen). To calculate the overall grades achieved in this assessment round by the re-assessed applicants would require a separate study, although it should be mentioned that there would be many more outcomes of a score of between 8 and 12.

In the case of new applicants, the score shown is their overall grade obtained so the reference to be considered

is different. What is reflected is their overall score for this assessment round as they have no previously consolidated grade.

The number of negative scores is negligible, with just 2 on this occasion. These negative scores may be due to these factors: for re-appraised applicants who do not possess a new basic evaluation merit at the time they presented for re-evaluation; for new applicants, who do not have at least one year's service in a permanent and stable post at 31 December 2015, after having passed the legally established public examinations.

### Incentive Payments for Administrative Work

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).

As occurs with the other three regional incentive bonuses, the invitations for assessment in 2016 were published in the Official Journal of Galicia on 2 December 2016, through the Resolution of 6 October 2016. For this reason, the procedures, the processing and evaluation of the applications of the 2016 process were undertaken during the first four months of 2017 and are therefore analysed in this 2017 annual report.

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 presence of new applicants, candidates have also presented for re-assessment. Those applicants who have applied on previous occasions can apply for the 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 below a score of 0.5 (which are not necessarily negative results).

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/grades in their first evaluation, applicants who do not meet other criteria set out in the assessment procedure itself; or the reappraised applicants' result is below the minimum of 0.1 points/grades in the re-evaluation, or their overall grade (adding together the previous and new decimal points) falls below 0.5 points. There is not a large number of such cases.

Considering this premise, the following results were obtained for the 2016 process in each university:

Overall application results	Por universidad						Resultados globales	
	UDC	University	Overall results	% USC	UVI	% UVI		
% UDC	USC	% USC	UVI	% UVI			14%	
Negative results	27	12	26%	10	16%	5	6%	14%
<b>Positive results</b>	<b>164</b>	<b>35</b>	<b>74%</b>	<b>53</b>	<b>84%</b>	<b>76</b>	<b>94%</b>	<b>86%</b>
<b>TOTAL APPLICATIONS</b>	<b>191</b>	<b>47</b>	<b>25%</b>	<b>63</b>	<b>33%</b>	<b>81</b>	<b>42%</b>	<b>100%</b>

Table summarising the results by university for the ID/16 assessment for incentive payments for administrative responsibilities.

\*Positive and negative percentages by university. There is a smaller percentage of applications with a negative outcome in this round of assessments in all universities except for the UDC. The reason is either that the applicants submitted positions not included on the scoresheet and the CGIACA does not grant an equivalency, or the period in the position did not finalise before 31 December 2015, or in the case of the posts that were graded, they did not achieve a minimum score of 0.5, which is needed to obtain the bonus incentive

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 Santiago and finally by A Coruña.

Grades obtained in the 1D/16 incentive payments appraisals for administrative positions.

APPLICATIONS ASSESSED		2015 APPRAISAL GRADES											
		<0.5*	≥0.5	≥1	≥2	≥3	≥4	≥5	≥6	≥7	8		
<b>UDC</b>	<b>47</b>	NEW APPLICANT UDC	20	9	4	6	0	1	0	0	0	0	0
		RE-APPRAISED APPLICANT UDC	27	7	6	9	3	2	0	0	0	0	0
<b>USC</b>	<b>63</b>	NEW APPLICANT USC	22	5	3	12	2	0	0	0	0	0	0
		RE-APPRAISED APPLICANT USC	41	9	3	20	7	2	0	0	0	0	0
<b>UVI</b>	<b>81</b>	NEW APPLICANT UVI	25	2	9	13	1	0	0	0	0	0	0
		RE-APPRAISED APPLICANT UVI	56	12	16	22	3	3	0	0	0	0	0
<b>TOTAL</b>	<b>191</b>	<b>NEW APPLICANT</b>	<b>67</b>	<b>16</b>	<b>16</b>	<b>31</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>RE-APPRAISED APPLICANT</b>	<b>124</b>	<b>28</b>	<b>25</b>	<b>51</b>	<b>13</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*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 grade as this score would be added to the previous one. In the latter case, a negative outcome would be given if a candidate obtains a score of  $\leq 0.1$ , which would not be added to their consolidated grade in this case. This table translates as follows: \*UDC: of the 9 new applicants with less than 0.5 points, all nine are negative; \*UDC: of the 7 reassessed applicants with less than 0.5 points, 3 are negative; \*USC: of the 5 new applicants with less than 0.5 points, all 5 are negative; \*USC: of the 9 reassessed applicants with less than 0.5 points, 5 are negative; \*UVI: of the 2 new applicants with less than 0.5 points, the 2 are negative; \*UVI: of the 12 reassessed applicants with less than 0.5 points, 3 are negative

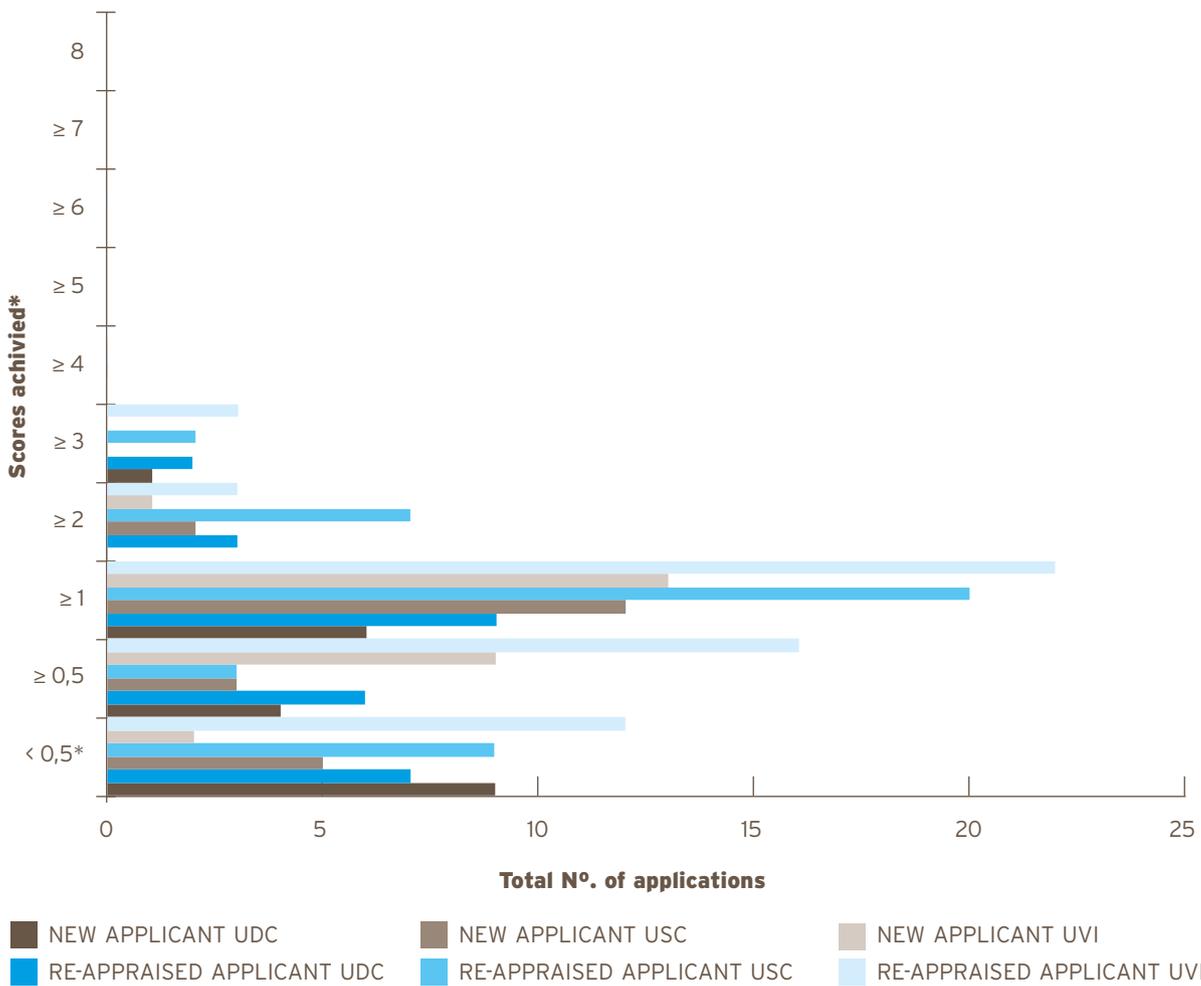
Only the scores obtained in this assessment process are shown and the grades previously obtained by the re-assessed candidates are not reflected. For new applicants the table shows their overall grade. For this reason, there

are very few applicants in the higher grades as it is highly unlikely for an applicant to obtain this level in just one assessment process. Most of the results fall in level 1.

The graph below presents the overall grade of each reappraised applicant.

**Overall applications - incentive payments for administrative work 1D-16**

Total scores obtained by the candidates appraised in the 1D/16 process by university.



## 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, with a minimum duration of two years, culminating with the certification of the models.

In 2017, the UDC finalised the 6th round of the DOCENTIA Programme. The UVI, meanwhile, finalised its first five-year assessment round for the teaching staff through the DOCENTIA Programme, after publishing the invitation in December 2016.

The Defence University Centre of Marín (CUD), attached to the University of Vigo, signed a collaboration agreement with the ACSUG through which it will participate in the DOCENTIA Programme. Under this agreement the CUD submitted its Manual on assessing teaching work to the DOCENTIA Programme verification process and launched its first invitation for applications for teaching staff assessment at the same time.

## Other teaching staff evaluations

### **Evaluation of the teaching staff at the University of Oviedo**

In compliance with the Agreement signed by ACSUG and the University of Oviedo, initial evaluations have been conducted prior to issuing the reports corresponding to the evaluation of the individual merits of the internal

non-permanent research staff at the University of Oviedo for the 2017 Call.

The research activity is evaluated similarly to the evaluation of the research merits for civil service teaching staff and with the same criteria; that is, using the instructions adapted from the National Evaluation Committee for Research Activity (CNEAI) and the Resolution of 26 November 2014 by the CNEAI Chair, which establishes the specific criteria for each of the fields of evaluation.

This evaluation is conducted with computer software that is used both by the requesters and then by the evaluators to complete all the files. Requesters can enter the sections every 6 years that are submitted for evaluation, completing each one with the most relevant contributions from their research activity. Each section must cover six years of research (complete calendar years from 1 January to 31 December); only annual fractions equal to or greater than eight months are counted as a calendar year. They are years that make up a section, and they may or may not be consecutive. Researchers who have received a negative evaluation in the last research period presented may create a new six-year period with some who have already received a negative evaluation in the last request submitted and at least three subsequent ones.

There were 49 requests evaluated in the 2017 Call. Since the signing of the agreement between ACSUG and the University of Oviedo, the following have been evaluated:

Six-Year Evaluation in Oviedo	
CALLS	No. OF EVALUATIONS CARRIED OUT
2009	38
2010	9
2011	23
2012	30
2013	8
2014	22
2015	21
2016	37
2017	49
<b>TOTAL</b>	<b>237</b>

## RESEARCH EVALUATION

### Aid for the consolidation and structuring of competitive sug research units

The Department of Culture, Education and University Planning and the Department of Economy, Employment and Industry approve the terms and conditions for accessing, in a competitive process, to the aid in the Consolidation and Structuring Programme for Research Units, for competitive reference groups, groups with potential for growth, networks and projects by research professionals with excellent careers.

**Competitive reference groups:** These are characterised by good academic publication indices; a high level of attracting resources, variable according to the area in which they work; competitive at the state and, in many cases, international level; able to train and attract young researchers and accustomed to co-operating with other research groups, with institutions or with companies. This aid serves to consolidate SUG research groups that are points of reference in the Galician Innovation System due to their scientific production and R&D activity.

**Groups with growth potential:** These are groups that, while not reaching the levels of development of the previous ones, have quality research, proven with strict criteria, and are on the path to becoming reference groups.

**Networks:** Integration of the research groups into network-type structures that favour access to interdisciplinary knowledge, to sources of funding and a reputation that would be difficult for them to achieve individually.

**Researchers with excellent careers:** (first call in 2016) Researchers who have excellent careers and need to strengthen a line of work based on high-impact projects, primarily domestic and international.

The beneficiaries of this aid are selected based on the sum of the assessments made by a panel of evaluators and by a selection commission. Once the assessments have been made, the results are sent to a selection commission that drafts the resolution proposal based on the terms and conditions of the Call, the corresponding evaluations, the availability of resources and the objectives of planning, consolidation and articulation brought about by this action. This Commission can award up to 10 additional points to each request over the maximum of 100.

In the 2017 Call a total of 310 requests were evaluated in different categories.

Since the regional government of Galicia (“Xunta de Galicia”) awarded the initial phase of evaluation in this process to ACSUG, the following assessments have been made:

<b>AID FOR THE CONSOLIDATION AND STRUCTURING OF COMPETITIVE SUG RESEARCH UNITS</b>	
<b>CALLS</b>	<b>No. OF EVALUATIONS CARRIED OUT</b>
2010	85
2011	50
2012	73
2013	126
2014	421
2015	82
2016	406
2017	310
<b>TOTAL</b>	<b>1.553</b>

## LABOUR MARKET INSERTION STUDIES

Throughout 2017, ACSUG has continued working to monitor the working situation of the graduates of the Galician University System (SUG), those corresponding to 1st- and 2nd-cycle university studies, as well as graduates of official university master’s programmes.

The primary goals of these studies continue to focus on analysing the working and academic situation of the population with qualifications from the SUG, thus

providing results and indicators for society in general and the university institutions in particular, which can be used to help establish improvement actions in planning and configuring the training programmes.

The ACSUG development actions for the two graduate profiles analysed were the following:

### **Labour market insertion studies for 1st- and 2nd-cycle university graduates (diplomas, bachelor’s degrees, engineering and technical engineering degrees, and architecture and technical architecture degrees) and undergraduate degrees:**

A “Results Preview” was presented in April for the “Labour Market Insertion Study of Galician University System Graduates 2012-2013”, which showed a slight improvement in the percentage of graduates who were working (70.59%).

In July, the statistical analysis group delivered the complete results report. Throughout this last half year, the corresponding translations have been done into Spanish and English. Presentation and dissemination are planned for February 2018.

With regard to graduates from the 2013-2014 academic year, unlike in previous years, the timeline was changed for this year for the field work for 1st cycle, 2nd cycle and undergraduate degree graduates. This year it was carried out during July and August, reaching a sample of 5,132 survey takers.

Once processed, the initial results analysis by ACSUG was sent to the working group, which is currently conducting the corresponding analysis.

**Labour market insertion studies for university graduates in official university master's programmes:**

In December, ACSUG presented the publication of the complete results report for graduates with master's degrees in the 2011-2012 academic year (EILMasteres1112), available in Galician, Spanish and English.

With regard to the results obtained for the graduates with master's degrees in the 2012-2013 academic year (EILMasteres1213), the publication is currently being translated to Galician, Spanish and English. It will then be formatted and the report is expected to be completed in the first half of 2018.

Meanwhile, with regard to the results for graduates with master's degrees in the 2013-2014 academic year (EILMasteres1314), the ACSUG working group is currently drafting the complete results report. It will then be translated and formatted and the results are expected to be published in the second half of 2018.

In October, a request for data was made to the universities for graduates in the 2014-2015 academic year, both for the population of graduates with 1st cycle, 2nd cycle and undergraduate degrees, and the population with master's degrees.

In December, the data was processed, and the respective field work was prepared, with the following forecast:

- EILMasteres1415 field work: February 2018
- EIL1415 field work: April 2018



05



## Cooperation and communication

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, by publishing them 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 the agencies that are members of the body must be subject to a periodic evaluation every five years, in 2014, the ACSUG once again successfully underwent the assessment process that has a validity until 2019.

In 2017, ACSUG continued to participate, as it usually does, in the following activities organised by ENQA:

- 1) In 2017, ACSUG took part in a project coordinated by ENQA on practice-based learning in Higher Education, by providing information about its activities.
- 2) ACSUG participated in two workshops on:
  - Quality Assurance in the European Context.
  - Synergies between quality assurance and qualification recognition.
- 3) Attendance by the ACSUG at the two annual ENQA meetings: ENQA Members' Forum in May 2017 in Oslo (Norway); and ENQA General Assembly in October 2017 in Sèvres (France).
- 4) Attendance by the ACSUG Director at the 12th European Quality Assurance Forum (EQAF) in November 2017 in Riga (Latvia). 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 Quality Assurance Register for Higher Education (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 2017, the ACSUG began to take part in the [DEQAR Project](#), co-financed by the European Union Erasmus+ Programme and coordinated by EQAR. The central purpose of the project is to create a large database that will facilitate access to the reports on the university evaluation processes performed by European quality agencies. The project will last from November 2017 until October 2019.

## ECA

ACSUG has been a member of the European Consortium for Accreditation (ECA) since June 2013. This body comprises 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 2017, an ACSUG technical officer and member of the ECA Board, has been involved in coordinating and planning this body's activities. We wish to particularly mention the work undertaken by the Board in reviewing and approving the new Strategic Plan.

The ACSUG is also participating in two of the working groups set up by ECA:

- [Working Group 1 on Mutual Recognition and Joint Programmes](#).
- [Working Group 2 on Innovation in QA and Accreditation](#).

In addition to the above, representatives from ACSUG attended several events organised by ECA in 2017:

- First Regional Thematic Seminar in Lisbon.
- In-person meetings of the Working Groups 1 & 2 in Barcelona, Paris and The Hague.
- ECA Board Meetings in Barcelona, Paris and The Hague.
- ECA 2017 Annual Assembly in Paris.

The ACSUG has also collaborated in and provided information for a survey organised by ECA on employability and cross-disciplinary competencies.

Lastly, we should mention that ACSUG is participating in the [IMPEA Project](#), coordinated by ECA, which is expected to run from October 2017 until September 2020. The primary objective of this project is to encourage the implementation of methodologies and vehicles to promote the recognition and introduction of joint qualifications across universities.

### Other europe-wide activities

- 1) collaboration on a study conducted by the European Commission on ISO and EMAS environmental management systems.
- 2) Collaboration on a study conducted by the Latvian Students' Association on external qualification evaluation procedures.
- 3) Collaboration on a study conducted by the European Commission on the progress in quality assurance matters in Higher Education.

### Activities in Latin America

ACSUG continues to broaden its international horizons, to include Latin America, where it conducted evaluation processes at several universities.

#### **Dominican Republic**

In 2016, contacts had already been initiated between ACSUG and the Ministry of Higher Education of the Dominican Republic, and in March 2017 a delegation from the ministry visited Galicia. The most immediate result of the visit was the signing of an institutional collaboration agreement between the Ministry of Higher Education of Science and Technology and the Department of Culture, Education and University Organisation of the Regional Government of Galicia, as well as a second agreement between the Ministry and ACSUG through which they will work closely together in establishing a national quality assurance system for higher education in the Dominican Republic.

In May 2017, the ACSUG Director visited the Dominican Republic to participate in conferences and workshops with representatives from both the Ministry of Education and several of the country's universities.

In July 2017, a collaboration agreement was signed between ACSUG and the Ministry of the Dominican Republic specifically to strengthen the review processes from the perspective of curricular map competencies and subject programmes in the first year of the initial teacher training study programmes in the country.

Another outcome of the contacts made with the various universities in the Dominican Republic, in August of the same year, was a general collaboration agreement, signed between ACSUG and the Salomé Ureña Higher Institute of Teacher Training (ISFODOSU) under which the agency is to advise it on the introduction of a Quality Assurance System at the university, and will undertake the accreditation process for its qualifications in the future.

#### **Anáhuac Xalapa University (UAX), Mexico**

In March 2017, ACSUG signed an agreement with the Anáhuac Xalapa University in Mexico whereby ACSUG is to undertake the international accreditation of two of the university's qualifications:

- Degree in Communication
- Degree in Law

The evaluation process extended over the entire year, including a visit by the External Assessment Panel appointed by ACSUG in the month of October.

The provisional assessment reports were issued by ACSUG in December, and following the appeals stage the university is entitled to, the final assessment reports are expected to be published in the first quarter of 2018.

### **Liberquaré University, Mexico**

An agreement was signed between ACSUG and the Liberquaré University (Mexico) in June 2017 to establish the basis for future specific activities to be undertaken in relation to guidance, training and assessment.

### **Anáhuac Cancún University, Mexico**

ACSUG signed a framework agreement in October 2017 with Anáhuac Cancún University (Mexico).

In the same month, a specific agreement was signed between the two organisations to establish the particular conditions of the evaluation process to be conducted by ACSUG of the following UAC qualifications:

- Degree in Marketing
- Degree in International Business
- Degree in Finance and Public Accounts
- Degree in Business Administration (MBA)

The assessment process is expected to take place during 2018.

## **OTHER COLLABORATION**

### **Report on the status of the external quality assessment of spanish universities**

in July 2017 the "Report on the status of the external quality assessment of Spanish Universities 2016" was

published. This report, coordinated by ANECA, in which all regional quality assurance agencies take part, is the tenth in a series of annual reports whose purpose is to inform the Ministry of Education and the Council of Universities about the progress of the evaluation, certification and accreditation processes in university education in Spain.

The ultimate aim of these reports is to provide observations to help in the decision-making regarding the principal improvement actions required to assure the quality of the Spanish University System, focusing particularly on serving the interests of the students and society.

### **Participation in the spanish network of university quality agencies (REACU)**

ACSUG is a member of the 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 regular meetings, the committee holds discussions about assessment and coordination matters that affect all the Spanish agencies.

### **Participation in the university committee for the regulation of monitoring and accreditation (CURSA)**

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

## COURSES, WORKSHOPS AND SEMINARS

### Organised by ACSUG

DATE	ACTIVITY	PLACE
20/03/17	Meeting with a delegation from the Ministry of Higher Education of the Dominican Republic	ACSUG
21/04/17	Presentation of the publication "Labour market integration survey of 2012-2013 Galician University System graduates"	ACSUG
11/07/17	Training day for the assessment panel of the Defence University Centre (CUD) for the DOCENTIA Programme	ACSUG
13/07/17	Training workshop for the University of Vigo Assessment Panels for the 2017 round of the DOCENTIA Programme	ACSUG
17/10/17	Training workshop for the University of A Coruña Assessment Panels for the DOCENTIA Programme	ACSUG
31/10/17	Day of reflection with the universities on qualification verification, monitoring and accreditation	ACSUG
14/12/17	Presentation of the publication "Labour Market Integration Survey of 2011-2012 Galician University System Masters Graduates"	ACSUG

### Presentation of papers

DATE	ACTIVITY	PARTICIPATION	PLACE
10/03/17	"QMS Certification" seminar organised by UNIBASQ	Participation and presentation of papers by ACSUG technical officer	Bilbao (Spain)
01/09/17	UIMP Meeting: "The Universities' response to the needs of a labour market undergoing a profound transformation"	Participation of the ACSUG Director in a roundtable discussion	Santander (Spain)
26-28/10/17	13th Galician Congress on Statistics and Operations Research	Participation and presentation of a poster by ACSUG technical officer	Ferrol (Spain)

## 5.4. PUBLICATIONS

In 2017 ACSUG released the following publications:

### Labour Market Integration



Title: Labour market integration survey of 2011-2012 Galician University System graduates (EILMásteres1112)

Pages: 264

Year: 2017

Legal Deposit: C 1230-2017

ISBN: 978-84-697-4844-2

### Publications in which ACSUG has collaborated



Title: Report on the status of the external quality assessment of Spanish Universities 2016

Pages: 196

Year: 2017





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AXENCIA para a CALIDADE do  
SISTEMA UNIVERSITARIO de  
GALICIA