

REGULATION ON THE CATEGORIES OF PERMANENT PROFESSORS

(Approved by the Governing Council on 18 May 2011 and by the Board of Trustees of the University on 21 May 2011; modified in article 2 and in second transitional provision by the Governing Council on 25 April 2018, and approved by the Board of Trustees of the University on 25 May 2018.

EXPLANATORY STATEMENT

The Organisation and Functioning Rules of Universidad San Pablo-CEU approved by the Board of Trustees of the University at its meeting held on 16 October 2010, refer to regulatory development in Article 62.3 the establishment of the regime applicable to the different categories of permanent teaching personnel.

This Regulation aims to fulfil such regulatory provision by regulating the academic categories of Permanent Professors and by establishing their legal regime.

FIRST TITLE

ACADEMIC CATEGORIES AND MODALITIES OF DEDICATION

Article 1.

Universidad San Pablo-CEU Permanent Professors exercise their teaching and research activities exclusively in the University, unless express authorisation for compatibility is granted by the Rector on an exceptional basis. This exclusivity is confined to the teaching and research fields.

Permanent Professors are entrusted the teaching and research functions as well as other university tasks for which they may be required.

Article 2.

Permanent Professors belong to one of these categories:

- a) Professor of Universidad San Pablo-CEU.
- b) Full Professor of Universidad San Pablo-CEU
- c) Associate Professor of Universidad San Pablo-CEU.
- d) Collaborating Professor Doctor of Universidad San Pablo-CEU.
- e) Collaborating Professor of Universidad San Pablo-CEU.

Article 3.

Permanent Professors may, during the term of their contract, access to a higher category than the one they were recruited for by the University, in conformity to the the applicable professor promotion regulations.

Article 4.

1. Universidad San Pablo-CEU Permanent Professors may teach on a full-time or part-time basis.
2. Full-time Professors will have an ongoing activity in the University, over the course of the day or concentrated in half-days, some hours a week, depending on what their contracts specify. They will mainly focus on teaching, research and tutorial care for students.
3. Part-time Professors are obliged to the presence that requires their teaching and role in students care, as provided for in their respective contracts.
4. The status of Permanent Professors of the University is uncomopatile with the teaching practice in any other learning centre, unless express authorisation of the Rector.

Article 5.

The verification of the obligations assumed by each Professor, depending on the degree of dedication, corresponds to the Dean, who shall send the Rector, the subsequent reports.

Article 6.

Permanent Professors may ask for their change of dedication regime. The request, informed by the Dean and by the Director of the Department shall be decided by the Rector.

SECOND TITLE

AQUISITION AND LOSS OF THE STATUS OF PROFESSOR

Article 7.

1. When hiring their Professors, the university shall specially value the applicants teaching and research experience, their education, and their professional experience.
2. Professors recruitment, in every category and modality of dedication, concerns the Rector, who shall propose to the Board of Trustees their recruitment, according to article 37 d) and concordant Organisation and Functioning Rules of the University, and in this Regulation.

Article 8.

1. Once the corresponding Dean has accredited the need for Professors to teach a discipline, having heard the Director of the Department, he/she shall address a request to the Vice-Rector for Professors who, where appropriate, shall send the Rector the curricula vitae of the applicants, proposing the one or ones he/she considers most suitable, as well as the category, dedication and remuneration which, if applicable, would be assigned to them.

2. The curriculums shall be examined by the Rector, who may seek the assistance of such University bodies and personnel as it deems appropriate for the purposes, with the aim of deciding whether to submit the proposal to the University's Board of Trustees.

Article 9.

In the corresponding working contract, the assigned category, the regime of dedication and the hours it implies, the annual remuneration and the express authorisation of Professors with regard to the Organisation and Functioning Rules of the University, as well as their commitment to respect the University ideas, shall be listed.

Article 10.

At the time of their appointment, Permanent Professors shall be attached to a Department depending on the type of subject, for whose teaching they have been recruited.

Article 11.

The status of Permanent Professor of the University will be lost:

- a) By voluntary resignation of the person concerned, in written format, before the Rector, at least three months in advance.
- b) By dismissal at the request of the University and in accordance with labour legislation.
- c) By retirement, on reaching the statutory retirement age or, as the case may be, in the corresponding employment contract. In such case and, to the extent that the legal system allows it, Professors shall continue with their teaching activity until the end of the academic year.

THIRD TITLE

PROFESSORS RIGHTS

FIRST CHAPTER

ACADEMIC RIGHTS

Article 12.

Universidad San Pablo-CEU Professors benefit from the academic freedom guaranteed in the Constitution, in teaching and research, with respect for scientific truth and the ideals of the University.

Article 13.

Every Professor is holder of rights of petition, through the proposal of measures leading to the improvement of teaching and research results; as well as of the rights to complaint, being able to approach the University authorities when their academic rights are infringed.

**SECOND CHAPTER
ECONOMIC AND WORKING RIGHTS**

Article 14.

Professors who hold a position in the government will receive, apart from their remuneration as Professors, the gratification that is assigned to them due to that position, for as long as they hold it.

Article 15.

The University shall receive specific remunerations for the extraordinary services provided by Professors. Such remunerations shall in any case be of an exceptional nature and shall not give rise to expectations for the future.

**TITLE FOURTH
PROFESSORS OBLIGATIONS**

Article 16.

The University teaching and research personnel duties are specified in the Organisation and Functioning Rules of the University.

Article 17.

In the pursue of teaching, Professors shall teach every year the subjects that have been assigned to them by the Dean of the School, heard the Director of the Department, whatever the nature of the subject in question, provided that it belongs to their area of knowledge.

Article 18.

The Professors teaching workload shall be determined by the Dean's Office and the timetable established by it.

Regarding part-time Professors, their workload shall be the one set out in the contract. In order to do so, Professors shall agree together with the Dean the timetable in which it is to be carried out.

Article 19.

Regardless of what has been established in the last three articles, Professors are obliged to attend the meetings of their Department, of the Schools' Board, and of any other that were announced by some academic authority.

First Transitional Provision

Regulations concerning Professors of Universidad San Pablo-CEU in force at the moment of approving this Regulation, shall continue to be of application so far as they do not oppose to it.

Second Transitional Provision

For the purpose of integrating Professors in the 'University School' in any of the previously mentioned categories, as a consequence of the new university teaching systems and in the new framework for Professors promotion, the following equivalences are established within the permanent teaching personnel of Universidad San Pablo-CEU:

- a) Full Professor of the University School:
 - If you hold a Doctoral Degree: Associate Professor of Universidad San Pablo-CEU.
 - If you do not hold a Doctoral Degree: Collaborating Professor of Universidad San Pablo-CEU.

- b) Collaborating Professor of the University School:
 - If you hold a Doctoral Degree: Collaborating Professor Doctor of Universidad San Pablo-CEU.
 - If you do not hold a Doctoral Degree: Collaborating Professor of Universidad San Pablo-CEU."

Final Provision

This Regulation will enter into force once it has been approved by the Board of Trustees, with the publication in the Official Gazette of the Autonomous Community of Madrid of the reform of the Organisation and Functioning Rules of the University.