

**UCAM OWN RESEARCH PLAN 2017-2018  
PROGRAM FOR THE EMPOWERMENT OF HUMAN RESOURCES**

**PRE-DOCTORAL CONTRACTS FOR THE TRAINING OF RESEARCH STAFF.**

Training for personnel with entire dedication to research activities and their gradual incorporation to the UCAM staff, is a necessary condition for the development of capacities in the scientific, technical and humanistic research of our university.

According to the Spanish Law 14/2011 for Science, Technology and Innovation, researchers who, during their PhD studies period, conduct research tasks on a specific and innovative project, may be employed by means of a pre-doctoral contract.

Pre-doctoral contracts for training of research staff represent a measure directly linked to the development of research activity within the University.

**LEGAL BASIS**

**ARTICLE 1. – *Subject of the call***

The subject of this call for proposals is to regulate the basis for the concession of pre-doctoral contracts that aim at undertake a doctoral thesis in one of the Official Program for Doctorates of the Universidad Católica San Antonio (UCAM), whose ownership, governance, management and administration belong to Fundación Universitaria San Antonio (UCAM), as referred in its statutes published the 13<sup>th</sup> of November of 2007 in the Official Journal of the Region of Murcia, decree n.º 350/2007, 9<sup>th</sup> of November.

**ARTICLE 2. – *Fields of interest***

Contracts will be associated to the research areas established in the Official Register of UCAM.

In any case, all the contracts have to be associated to funded or strategic research projects of the University. They will also need the approval of an accredited research experimented PhD teacher from UCAM who will be the thesis supervisor and the person responsible for the quality of the work of the selected applicant. The **Research Plan** of the candidate has to be connected to the action plan of the associated research project.

**ARTICLE 3. – *Field of application***

The selected applicants will carry out their activities within Universidad Católica de Murcia or any center with agreement, under the guidance and supervision of the

assigned responsible researcher. They shall undertake their doctoral research programme within one of the official doctoral programs from EIDUCAM.

#### ARTICLE 4. – *Beneficiaries and requirements*

This call is open to all graduates who fulfill the following requirements:

- a) To satisfy the access requirements to doctorate programs, established by the Real Decreto 99/2011, 28th of January, that regulate the official teaching of doctorate of UCAM.
- b) To have obtained a weighted average mark between the academic record of degree and Master, of at least **2 (1,75 for Polytechnic Sciences)**. Qualifications will be evaluated according to the annex 1, point 4 and 5 of the RD 1267/1994: First class Honors: 4 points; Second class Honors: 3 points; Third Class Honors: 2 points; Ordinary: 1 point (Average mark =  $(\sum \text{mark subject } i * \text{number of credits subject } i) / \text{total credits earned}$ ). For university studies carried out abroad, the applicant shall provide the average mark accredited by the Spanish educative system, and though shall use the <http://www.mecd.gob.es/servicios-al-ciudadano-mecd/catalogo/general/educacion/203615/ficha.html>

[Annex-III. Instructions for the declaration of equivalences of average mark for studies in foreign centers](#)

- c) To count with the acceptance of a PhD from UCAM, with an accredited research experience in order to supervise the applicant's doctoral thesis. Research tasks of the doctoral thesis will have to be completed within the framework of a funded or strategic research project for UCAM that will have to be in place at the time of the closing date of this call.

#### ARTICLE 5 – *Characteristics of the contracts*

- a) *Period and Structure.*

As established in the Spanish Law 14/2011, 2nd of June (BOE 2/6/2011) of Science, Technology and Innovation, contracts will be valid for a period of 12 months, from the incorporation date, with the possibility of being enlarged for successive annual periods until a maximum of four years, depending on the assessment of the scientific performance of the selected candidate, on the favorable report of the Academic Commission of the Doctorate programme and on Budget availability of this sub-programme.

In conformity with articles 20 and 21 of the Law 14/2011, 1st of June, as soon as the training research staff obtains his/her PhD or his/her permanence within the doctorate programme comes to its end, under the subject of the grant, the period of execution of the pre-doctoral grant finishes. To that effects, it is considered that the PhD has been obtained in which the thesis has been defended and the doctoral thesis approved.

For those cases in which the doctoral candidate has obtained his/her PhD before the starting date of the last year of the funding, the modality of the contract for the fourth year will be converted into a post-doctoral contract (employment contract of Access to the Spanish System of Science, Technology and Innovation, according to the article 22 of the Law 14/2011). This procedure pursues the promotion of a more efficient pre-doctoral phases and at the same time, it aims at avoiding possible artificial delays in defending the thesis. On the other hand, the period of post-doctoral guidance aims specifically at strengthening and improving the knowledge acquired by the doctoral candidates during their period of thesis and pretends to respond to undesirable lapses between the different post-doctoral granted possibilities through competitive calls.

Situations of temporary incapacity, pregnancy risk, maternity or adoption leave, breastfeeding risk and paternity leave, will suspend the counting of the duration of the contract.

*b) Funding*

Funding for contracts will be **12.000 € gross per year**.

However, in case of conferment of the PhD title before the starting date of the last year of the funding, as indicated in section a), the modality of contract will be converted into a post-doctoral contract, with a funding of **15.054.72 € gross per year**.

*c) Dedication and incompatibilities*

Dedication shall be exclusive to research tasks developed in the University. Training Research staff may participate in teaching tasks from the second year of the funding, up to a maximum of **60 hours/year**. This collaboration will count with a certification for curriculum purpose of the candidate. Under no circumstances, teaching tasks could denature the dedication of the research and training object of the funding.

The funded contracts will be inconsistent with the validity of any other employment contract of the research employed staff and the perception of any amount of salary kind, when it will conflict with the research and training aims of the funding and/or when it is undertaken during the same schedule, as well as the perception of any other funding with a similar aim.

Nonetheless, the contracted research staff may receive non salary supplements from R&D projects and contracts that do not imply contractual link as well as complementary grants to promote researchers' mobility, as long as these grants no imply the formalization of employment contracts, or other funding in order to attend congresses, meetings or scientific days. In any case, activities resulting from these supplements or grants shall not damage or interrupt the aim of this funding.

*d) Terms*

The call will be open until the **30th of May of 2018**. The incorporation will be expected for September 2018.

**ARTICLE 6.** – *Formalisation of applications*

Candidates shall provide the following documents to the following email address: [serinvestigacion@ucam.edu](mailto:serinvestigacion@ucam.edu)

- a) Application form (Template A). Signed by the Director.
- b) Certified Personal Academic Certification, with the weighted average mark of the academic record.
- c) Curriculum Vitae of the candidate.
- d) Project report and action plan to be developed by the candidate, according to the guidelines available on the Website.
- e) Supporting document of the formalization of the enrollment in a doctoral programme or application for admission to a doctorate program from EIDUCAM, for academic course 2017/2018.

**ARTICLE 7.-** *Evaluation Process*

Applications will be evaluated by a Technical Commission that will take into consideration:

- a) The academic record,
- b) The scientific curricula of the candidate,
- c) The scientific curricula of the Director and of the research group to whom he/she belongs,
- d) The quality of the research project,
- e) The conformity with strategic interests of the University.

The Commission may organize personal interviews to the candidates if necessary.

**ARTICLE 8.-** *Decision*

Once the Technical Commission provides its proposition, UCAM President will issue the decision of awarding or rejecting the contracts. The decision of the call will be published on the Website of UCAM Vice-Rectorate for Research. The Commission may draw up a list of alternates composed by candidates who will appear in the ranking just after the last contract granted.

Awarded Candidates of the contracts and the alternates will receive a written statement to inform them of their position.

Regarding the rejected applications, the resolution of the call will act as communication, published by the above mentioned means.

Once awarded, the candidate shall provide the following documents to the vice-Rectorate for Research of UCAM:

- a) Copy of National Identity Card or Passport.
- b) Certified Copy of the Bachelor, Degree or Master degree (if applicable) certificate.
- c) Previous report to attest being in a position to access to an official programme of Doctorate, issued by the Doctorate Department of UCAM
- d) Original or certified copy of the detailed and complete academic certification, with the qualifications and the correspondent dates.
- e) If the candidate has any publication, a copy of the cover page of each publication will have to be submitted.

Merits no duly justified will not be taken into account by the Commission and the candidate may be excluded, giving the contract to the first alternate.

**ARTICLE 9.- *Rights and Obligations of the recruited candidates***

The applicants shall accept the contract in a maximum term of five days since the notification. The acceptance of the contract implies the acceptance of the terms of this call.

**Rights:**

- a) To have collaboration and the necessary support from UCAM, for a normal development of the applicant studies and research programs.
- b) To be integrated within the departments that will develop the research
- c) To participate in the calls of the Proper Plan of grants to attend scientific meetings or participate in training stay
- d) To obtain a 50% off for Doctoral fees
- e) To exercise the rights of intellectual property resulting from the proper training activity in research and according to his/her contribution, as established in the reviewed text of the Law of Intellectual Property, approved by the Real Decreto Legislativo 1/1996, 12th of April, the Law 24/2015, 24th of July, of Patents.

**Duties:**

- a) To join in the corresponding department at the date given by the Vice-Rectorate for Research. In exceptional circumstances, and upon well-founded request, the incorporation could be postponed.
- b) To accept and respect the rules of the Centre, by remaining and optimally developing the thesis project action plan.

- c) To keep the same director(s) of project during the Project duration, except under express authorization of the Vice-Rectorate for Research.
- d) To fulfill, the action plan and the objectives of the training and specialization programme, that shall lead the candidate to the read his/her doctoral thesis with success and in due time regarding the contract terms.
- e) To develop the activities listed in the training and research specialization programs, and provide a yearly evaluation report emitted by the academic commission of the doctoral programme.
- f) In the case of the applicant is currently receiving, during the contract period, wages or salaries proceeding from public or private organizations or companies, or grants or other incompatible funding, he/she will have to renounce to those amounts.
- g) To submit an activity report once a year with the whole work done during this time and the correspondent results. If the results have been published, copies will be annexed. This report will be addressed to the Vice-Rectorate for Research through the following email address [serinvestigacion@ucam.edu](mailto:serinvestigacion@ucam.edu), 30 days before the end of the contract and after approval of the project director.
- h) Participating in this call involves that all the beneficiaries of the contracts implicitly consent that the doctoral thesis as well as all the results of the research, can be used by UCAM according to the stated terms of the license *Creative Commons* of Attribution-NonCommercial-NoDerivs

**ARTICLE 10.** *Commitments of the organization of ascription of the training research staff.*

- a) To provide the necessary support and facilitate the use of accurate means, tools or equipment for the normal development of the activity.
- b) To ensure the adequate development of the programme of training of training research staff, without require the realization of any other activity that is no linked with the development of his/her research or with the specific training needed for the research. However, the training research staff would collaborate in teaching tasks.
- c) To allow the integration of the applicant within the departments, institutes and public or private organizations in which the research will be executed.

Murcia, 23th of April of 2018

José Luis Mendoza Pérez  
President