



RESOLUTION BY THE RECTOR OF THE UNIVERSITY OF MURCIA APPROVING THE CALL FOR APPLICATIONS AND REGULATING REQUIREMENTS OF PRE-DOCTORAL RESEARCH ASSOCIATE CONTRACTS WITHIN THE UNIVERSITY OF MURCIA'S RESEARCH PROMOTION PLAN FOR 2024.

By means of the following Resolution, the University of Murcia announces 20 pre-doctoral research associate contracts for 2024 in line with the objectives delegated through Organic Law 26/2023 of 22nd of March, of the University System, and in accordance with the legal regime established in Law 14/2011 of 1st June on Science, Technology and Innovation.

The call for applications of pre-doctoral contracts for 2024 is encompassed within the scope of actions envisaged in the University of Murcia Research Plan and contributes to progress in public research activity. It is in addition to calls for applications of a similar nature by the General State Administration and by the Autonomous Community of the Region of Murcia through their respective bodies and competent entities.

The procedure that was implemented through to the passing of this resolution has been in line with mandatory proceedings. In particular, it is based on the criteria proposed by the Research Committee on 12th and 22nd June, 2023, in line with the functions entrusted to it in Article 112 of the Statutes of the University of Murcia, which were reported to and approved by the Board of Governors of the University of Murcia at the meeting held on 23rd June, 2023.

Accordingly,

I HEREBY RESOLVE

To approve the Regulating Rules and to publish this call for applications for pre-doctoral contracts, in line with the University of Murcia's Research Promotion Plan for 2024.

This Resolution shall come into force on the day it is published in full in the Official Journal of the Region of Murcia, and shall be governed by the following



RULES

ONE. OBJECTIVE AND GENERAL RULES. CONTRACTING BODY.

1. The announcement is made for the call for applications for twenty (20) pre-doctoral contracts, which will be governed in accordance with the provisions established in Article 21 of Law 14/2011 of 1st June, as amended by Law 17/2022 of 5 September, and the concordant provisions of the legal system.
2. The call for applications is governed by the specific rules defined in this Resolution, and the relevant rules, and by the provisions established in the following legal provisions:
 - Organic Law 2/2023, of 22nd March, University System.
 - Law 14/2011 of 1st June, on Science, Technology and Innovation, amended by Law 17/2022 of 5th September.
 - Law 39/2015 of 1st October, on the Common Administrative Procedure applicable to the Public Administration.
 - Law 40/2015 of 1st October, on the Legal Regime of the Public Sector.
 - Royal Decree 103/2019 of 1st March, approving the Statutes of Pre-Doctoral Research Staff in Training.
 - Statutes of the University of Murcia approved by Decree 85/2004 of 27th August, by the Regional Government of the Autonomous Community of the Region of Murcia.
 - II Collective Labour Agreement for Teaching and Research Personnel, Labour Contracting by Public Universities in the Region of Murcia of 1st January 2016.
 - Instructions on the Economic - Budgetary Regime of the University of Murcia, approved by agreement of the Board of Governors on 17th December 2019.
3. The Contracting Body is the Rector of the University of Murcia, regardless of any delegation of competence in favour of the Deputy Vice-Rector of Research; of the functions pertaining to the Research Department and the Human Resources and General Services Departments at the University of Murcia, or any action by the Contracting Committee during the selection process in accordance with Rule Thirteen.



TWO. ELIGIBILITY REQUIREMENTS FOR THE SELECTION PROCESS.

1. In order to be eligible for the selection process, interested persons must meet the following requirements:

- a) Be a Spanish national or national of a Member State of the European Union or a national of a State holding an international treaty with the European Union, that has been duly ratified by Spain in regard to free circulation of workers under the terms established in the Treaties of the European Union.

Persons of any nationality, the spouses of Spanish nationals or spouses of nationals of other Member States of the European Union may also take part in the process providing that they are not legally separated, and also their descendants and those of their spouses, providing that they are not legally separated, and providing that they are under twenty-one years old, or over that age if they are dependent persons.

Likewise, foreigners not included in the preceding paragraphs may take part if they are legally residing in Spain, holders of documents permitting legal residence in Spain and unrestricted access to the job market, or, if they are not in Spain but they are in a situation enabling them to obtain such documents.

In all cases the provisions of Organic Law 4/2000 of 11th January shall apply, on rights and freedoms of foreigners in Spain and their social integration, and Royal Decree 557/2011 of 20th April, approving the regulations governing the said Royal Decree.

- b) Be aged sixteen years or older, but without exceeding the maximum compulsory retirement age.
- c) Have the functional capability to carry out the tasks.
- d) Have sufficient command of the Spanish language to carry out the assigned teaching and research work.
- e) Not having been dismissed from any Public Administration service through disciplinary proceedings, nor having been disqualified from exercising public functions. In the case of nationals from other Member States of the European Union and nationals from other States holding an international treaty with the European Union, that has been duly ratified by Spain in regard to free circulation of workers under the terms established in the Treaties of the European Union, they must not be or have been subject to disciplinary sanctions or sentenced by a criminal court preventing them from exercising public functions in their State or origin.



- f) Be admitted or eligible to be admitted in a Doctorate Programme at the University of Murcia during the 2023/2024 academic year, since, in the event of the interested party being contracted, he/she must be registered on the relevant Doctorate Programme.
 - g) Not to have been a beneficiary of other public aid for pre-doctoral training for the maximum period of 4 years established by the legislation in force.
 - h) Be accepted by the Research Director, who may be any Doctor member of the teaching and research staff, permanently or indefinitely linked to the University of Murcia through public service or labour, or hired through the Ramón y Cajal Programme, or Director of the applicant's Doctoral Thesis. Acceptance must be by means of validating the application on PAGINAv3.
 - i) In the event of the researcher who selects the candidate having a remaining future relationship with the University of Murcia of less than forty-eight (48) months, due to proximity of retirement age, which will be calculated from the final day of application reception, the application must be endorsed by a co-director whose mandatory retirement age will not be reached before the end of the pre-doctoral contract period.
 - j) In the case of proposals submitted in accordance with Modality B described in Section 1 of Rule Eight, a tutor may be appointed to provide services at the collaborating entity, who should preferably be a qualified Doctor, in which case this person will be the joint director of the thesis project.
 - k) A co-director may only be included, necessarily or optionally, as relevant, in the cases provided for in the two preceding paragraphs.
 - l) Not hold a Doctorate Qualification by any Spanish or foreign university.
2. Although it is not considered as an admissibility prerequisite, but as a score on the relevant scale, zero points will be assigned in the relevant section for candidates who have a maximum weighted score in the first and second cycle, degree, diploma or studies academic transcript below six point five (6.5) (excluding the Master's Degree score), as per the calculations resulting through application of Royal Decree 1125/2003 of 5th September. This Decree establishes the European Credits System and the official university scoring system valid throughout national territory.

In the case of academic transcripts in relation to studies taken abroad, this score will apply in regard to the "Declaration of equivalence of average grades in studies taken abroad" which is obtained by using the procedure available on the Ministry of Education and Professional Training website. This document, which must be attached to the application form in "PÁGINAv3" will be mandatory for application assessments.

(<http://www.educacionyfp.gob.es/eu/servicios-al-ciudadano/catalogo/gestion-titulos/estudios-universitarios/titulos-extranjeros/equivalencia-notas-medias.html>)

3. Meeting the requirements established in this rule and in Rule Three must take place within the deadline set for submitting applications.



THREE. RESEARCH DIRECTOR REQUIREMENTS.

1. For admission to the selection process of candidates, the research director who has identified the candidate must meet the following conditions:
 - a. In order to support the research effort by pre-doctoral personnel, the research director must have taken part in one or more research projects financed by the European Union Framework Programme, by National Programmes or by a Regional Plan; or must have signed a research contract in accordance with Article 83 of the Organic Law on Universities or research agreement for an amount equal to or over five thousand Euros (€5 000,00) in both cases. These circumstances must be recorded in the application "PÁGINAv3" or must be duly justified with relevant documents.

The projects, contracts or agreements must be valid on the closing date of this call for applications or have been in force in the year preceding the closing date of the call for proposals.

- b. Be assigned to the university department where the candidate's research activity will be taking place. In the event of a co-director, as provided for in paragraph one of letter "i" of Rule Two, the same circumstance of being assigned to the department must be met.
2. No Doctor may endorse more than one candidate in this call for applications as director or co-director.
3. People who have agreed to direct or co-direct the candidate's doctoral thesis will be bound to fulfilling that duty, except due to accredited impossibility to be approved by the Deputy Vice-Rector competent for the research subject, in which case, a new director or co-director will be assigned in coordination with the Academic Management Area on discussing the matter with the contracted person.

In the event of the pre-doctoral researcher wishing to change his/her thesis director or co-director, an application must be submitted to the competent Deputy Vice-Rector stating the grounds for such change, who will verify that the change has been registered in the Academic Management Area, and shall rule accordingly, taking into consideration the reasons for the application and concurring circumstances, on previously having heard the allegations of the involved parties. In all cases, the director or co-director proposed as the substitute must have the same or higher score, according to Scale B of this call for applications, as the director or co-director who originally endorsed the application, and must likewise fulfil the requirements established in this rule.

FOUR. DOCUMENTS ACCREDITING FULFILMENT OF THE ELIGIBILITY REQUIREMENTS DESCRIBED IN RULE TWO.

1. The eligibility requirements defined in Rule Two must be accredited by furnishing the following documents:
 - a. The nationality requirement will be verified:



- i. In accordance with Article 28 of Law 39/2015 of 1st October, on Common Administration Procedures of the Public Administration. Consent by the candidate shall be construed as having been granted in favour of the University of Murcia for the obtaining of National ID Card data, unless specifically stated otherwise in the application, in which case a copy of the said document must be supplied.
- ii. In the case of nationals of other Member States of the European Union other than Spain, or from other States holding an international treaty with the European Union, that has been duly ratified by Spain, in regard to free circulation of workers under the terms established in the Treaties of the European Union, nationality must be accredited by furnishing a copy of the passport, Spanish Foreigner's ID Card, or any other document from the candidate's country of origin that is in force and with similar effects as a Spanish ID Card.
- iii. Any persons, of any nationality, whose spouses are holders of Spanish nationality or who are nationals of another Member State of the European Union, providing that they are not legally separated, or descendants of such persons or their spouses, likewise providing they are not legally separated, who are under twenty-one years old or over that age if they are dependent persons, must accredit their identity by means of a copy of their official identity document (passport or equivalent ID Card), or a Spanish Foreigner's ID Card, accompanied by an affidavit stating such relationship and the associated requirements (being financially dependent on the national person of the other member state where the relationship is; and where applicable, non-existence of legal separation, etc.)
- iv. In the case of non-Spanish nationals who are not included in any of the cases in the preceding numbers, but who are legally in Spain or may be eligible for a pre-doctoral contract in accordance with the provisions of immigration laws, a copy of their National ID Card must be supplied, and where applicable, the other administrative documents accrediting eligibility to reside in Spain and unlimited access to the Spanish job market, or the legally required documents according to the regulations of immigration law, where applicable.

In any of the cases envisaged in letter "a" above, the interested party must furnish an office copy of the required documents. In the event of finally being assigned the contract, the contracting body will request the original or duly authenticated documents that are not already held at the University of Murcia, or which the University does not have access to in view of consent not having been granted by the interested party. The said documents must be furnished within the deadline established for such purpose, and shall be a conditioning factor for the signing of the contract. If the required documents are not



submitted within the deadline, or do not sufficiently accredit the required items, a ten (10) day extension period for correcting will be granted, under the warning that if the omission is not corrected within this period, the assignee waives the contract and the proposal for contracting will be rendered null and void.

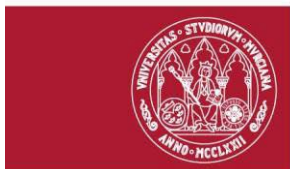
- b. The age requirement will not need any other justification than the official identity document, providing that the person's date of birth is stated on it.
- c. The requirement concerning functional capability will not need to be accredited when submitting the application. The selected persons must furnish a medical certificate issued by a doctor providing services at the National Health Service, as a necessary condition to sign the contract. The deadline for furnishing the medical certificate will be established by the contracting body under the warning that failing to furnish the certificate within the deadline or if there are circumstances that prevent functional capability in the medical report, the candidate shall withdraw and waive the contract, rendering his/her proposal for contracting null and void.
- d. Verifying the requirement of command of the Spanish language may entail passing a specific language test accrediting such. Spanish nationals or people from states where Spanish is the official language will be exempt from taking the language test, as will people who have passed levels B2 or C2 in Spanish as a foreign language, as regulated by Royal Decree 1137/2002 of 31st October, or the advanced or equivalent certificate of Spanish as a foreign language issued by the competent education authorities.

Where applicable, office copies of the aforementioned certificates must be furnished, although in the event of adjudication, the contracting body may request authenticated copies.

- e. In order to certify meeting the requirement envisaged in letter “e” of section 1 of Rule Two, a signed affidavit must be supplied.

In the case of candidates who are assigned the contract at a later date, the contracting body will be entitled to carry out any relevant checks or may require the interested parties to furnish accrediting documents within a deadline established for that purpose, under the warning that if they fail to do so, or if the documents do not sufficiently accredit the facts, or if a fact impeding contracting is brought to light, it shall be construed that the candidate waives the contract rendering the contracting proposal null and void.

- f. The requirement described in letter “f” of Section 1 of Rule Two will be officially verified by the University of Murcia.
- g. The requirement established in letter “h” of Section 1 of Rule Two must be accredited by validation by the research director in the “PÁGINAv3” application. This validation is indispensable for the application to be



considered.

FIVE. DOCUMENTS ACCREDITING FULFILMENT OF THE REQUIREMENTS OF THE RESEARCH DIRECTOR DESCRIBED IN RULE THREE.

1. The eligibility requirements described in Rule Three applicable to the research director will be officially verified by the University of Murcia, except in the case of participation in projects not registered in the “PAGINAv3” application, in which case certificates issued by the project managing entity must be submitted, stating the budget and alleged circumstances.
2. In the event of applications in line with Modality B provided for in Rule Eight, the following must also be attached:
 - a. Where applicable, the tutor’s details at the collaborating entity, and where applicable, those of the the co-director of the doctoral thesis, in the event of having a PhD.
 - b. A co-funding commitment document for the entire contract period for at least thirty percent (30%) of the full contract cost if the candidate is assigned the contract, in accordance with the form attached hereto as Annex III, duly signed by the person authorised to act on behalf of the collaborating entity.

SIX. DOCUMENTS ACCREDITING MERITS ALLEGED BY THE CANDIDATE.

1. For the purposes of accrediting the curricular merits invoked by the applicants, they must provide justification of these, by means of files in pdf format and named in such a way as to allow their correct identification, for which purpose the number and letter of the corresponding section of the scale will be included in the name of each file when filling in the application form.

Likewise, the relevant report for the proposed activity must be completed. This section describes the details of the title and the summary of the doctoral thesis project or report submitted for access to doctorate studies.

In applications submitted in accordance with modality B provided for in Rule Eight, the report must include a project summary of specific interest for the entity which must be highly innovative and must also enable transfer of the results reached during the research. Likewise, the report must be endorsed by the collaborating entity by means of a brief signed by the person entitled to represent the entity in these matters, and must include a detailed timeline of the expected results.

In all cases, the report must be submitted in soft format, electronically signed by the candidate and the thesis director, and where applicable by the person acting on behalf of the collaborating entity.

This document, in conjunction with Annexes III and IV, for Modality B applications, must be included in pdf format in the Remarks section of the application form in “PÁGINAv3”.



2. The academic transcript will be officially compiled for the candidates who have taken their studies at the University of Murcia. In all other cases a certificate of the academic transcript must be submitted. In the case of non-Spanish academic transcripts, attaching the “Declaration of equivalence of average grades in studies taken abroad” must be furnished, by using the procedure available on the Ministry of Education and Professional Training website.

(<http://www.educacionyfp.gob.es/eu/servicios-al-ciudadano/catalogo/gestion-titulos/estudios-universitarios/titulos-extranjeros/equivalencia-notas-medias.html>)

SEVEN. COMMON RULES APPLICABLE TO RULES FOUR, FIVE AND SIX.

1. Regardless of the special rules that may be established in this call for applications, the following common rules will be applicable to any documents accrediting eligibility or assessable merits:
 - a. Any that have been drafted in a language other than Castilian Spanish or English, must be accompanied with an official translation.
 - b. They must be submitted in electronic format, in accordance with the specific provisions of Rule Eleven.
 - c. Registration must be verified within the deadline for submitting participation applications, regardless of the possibility of correcting shortcomings in accordance with these rules and the Law.
 - d. The contracting body, or the contracting committee, where applicable may request candidates to furnish original documents or authenticated copies of any of the submitted documents during the selection process in order to verify their relevance and authenticity, under the warning that is they fail to furnish the required documents within the established deadline, which will be no less than five (5) working days, they will be excluded from the selection process.

The documents to be supplied within the established correction deadlines set forth in these rules or on request by the contracting body or the Contracting Committee must be e-mailed to the following address: ugirrh@um.es.

2. Documents accrediting benefits on applicable fees:
 - a. Any persons who are exempt from paying the participation fees owing to disabilities must provide a copy of the document accrediting such. This document must be issued by the competent department of the State or Regional Administration.
 - b. Candidates entitled to reduced fees as holders of the “*Carné Joven*” card must supply a copy of their card.

EIGHT. NUMBER AND SPECIFICATIONS OF THE CONTRACTS.

1. The purpose of the contract will be to carry out research tasks, within the scope of a specific and novel project, by those who hold the degree of Bachelor, Engineer,



Architect, University Graduate with at least 300 ECTS credits (European Credit Transfer System) or University Master, or equivalent, and have been admitted to a doctoral programme. This personnel will be considered as pre-doctoral research personnel in training. Likewise, the contract will be for postdoctoral guidance for a maximum period of twelve months. In any case, the duration of the contract may not exceed the maximum indicated in point 4 of this Basis.

2. This call for applications is made for two contract modality groups:
 - a. Modality A): In regard to pre-doctoral contracts for research within the scope of a new, specific project in any field of fundamental or applied, scientific, technical, humanistic or artistic field.
 - b. Modality B): In regard to pre-doctoral contracts for research within the scope of a new, specific project on subjects of specific interest for public or private entities with a high transference capability of the results produced through the research.
3. Fifteen (15) contracts will be assigned to Modality A. Five (5) contracts will be assigned to Modality B. Any contracts not assigned under Modality B may be transferred to the number initially envisaged for Modality A.

One new adjudication contract will be reserved for each of the following five branches of knowledge in Modality A, among the students with the 25 best marks:

- a. Sciences.
- b. Health Sciences.
- c. Art and Humanities.
- d. Social and Legal Sciences.
- e. Engineering and Architecture.

Assigning each candidature to one field of knowledge or another will be carried out by considering the branch of knowledge the research director belongs to in accordance with the data kept at the University of Murcia.

The rest of the contracts will be assigned by general access open to all branches of knowledge, without distinction.

In the event of there not being any candidates covering one or more of the branches of knowledge, or if the applicants do not reach the minimum score required to pass the selection process, the relevant contract for the branches of knowledge shall be transferred to the general fields.

4. Each contract shall be for a maximum duration of four (4) years, regardless of application of the specific rules of Article 21, Letter c of Law 14/2011 of 1st June, amended by the Law 17/2022, of 5th September, to the singular circumstances envisaged in the cited law.

Exceptionally, when the contract is agreed with a disabled person, it may be for a maximum duration of six (6) years, including any extensions, if the initial duration is less, taking into account the characteristics of the research activity



and the degree of limitations of activity.

The situations of temporary incapacity and periods of time spent on full-time leave due to pregnancy, pregnancy, risk during pregnancy, pregnancy and breastfeeding, birth, maternity, paternity, adoption for the purpose of adoption or foster care, or breastfeeding accumulated on a full-time basis, or for similar situations related to the above, as well as the enjoyment of full-time leave for reasons of reconciliation or care of minors, family members or dependents, and the time spent on leave of absence to care for a child, a family member or due to gender violence during the duration of the contract shall interrupt the calculation of the duration of the contract.

Periods of time spent on part-time leave for birth, maternity, paternity, adoption for the purpose of adoption or foster care, and the reduction of the working day for reasons of breastfeeding, birth of a premature or hospitalised child after childbirth, legal guardianship, care of minors affected by serious illness, care of family members affected by accident or serious illness, of family members affected by accident or serious illness or of dependent persons, or due to gender violence, or reductions in the working day due to similar situations related to the above, as well as for reasons of conciliation or care of minors, family members or dependent persons, during the duration of the contract shall give rise to the extension of the contract for the time equivalent to the reduced working day.

The activity carried out by the pre-doctoral research staff under training will be assessed on an annual basis by the doctorate programme academic committee, or, where applicable, by the International Doctorate School of the University of Murcia, throughout the duration of the programme. If the outcome of the aforementioned assessment below the required level, the contract may be cancelled.

5. Each contract will be entered into in writing between the pre-doctoral research personnel under training, as the employee, and the University of Murcia, as the employer, and it must be accompanied by a letter of admittance to the doctorate programme issued by the International Doctorate School of the University of Murcia, or, where applicable, by the Postgraduate Department in the Academic Management Area.
6. Failing to register on the doctorate programme shall prevent the signing of a work contract and shall entail exclusion of the selected candidate. Their vacancy will be occupied by the first or successively classified candidates on the waiting list, in order, and subject to mandatory registration in the relevant doctorate programme.
7. These working positions will be full time and exclusive.
8. In view of the pre-doctoral contract, the trainee researcher shall be contractually bound to the University of Murcia and to the obligations stemming therefrom. During the contractual period, the pre-doctoral research personnel, and where applicable the University of Murcia, shall be entitled to all the working and social benefits inherent to the undersigned work contract.



9. The people contracted under the provisions of this call for applications may be authorised to undertake complementary collaboration activities for training purposes, in teaching tasks related to their official qualifications in a department at the University of Murcia, to a maximum of sixty (60) hours per year. This must be eminently practical and directly linked to the nature of the research being carried out under the pre-doctoral contract.

An application by the interested party will be required, which must be submitted to the Deputy Vice-Rector competent for teaching affairs. The application must state the type of tasks and duration thereof, and must include specific endorsement by the research director, and also by the university department.

On the general assumption that complementary teaching tasks, strictly under the aforementioned terms, contribute to the academic progress of the trainee researcher, refusing to carry out these tasks will only be allowed through a report justifying the grounds for not performing teaching activity in each specific case, in regard to undertaking training and research tasks inherent to the contract, and that it would jeopardise the research to a certain extent by trainee bound by the pre-doctoral contract.

On termination of the contract, the relevant university department will issue a report on the lectures delivered by the interested party, which will be sent to the relevant Deputy Vice-Rector competent for teaching staff, leading to issue of the relevant certificate.

The foregoing in this section will be verified in accordance with the rules established at the University of Murcia.

10. Any temporary absences from the site must be reported to the Academic Management Area, and must be previously authorised by the competent Deputy Vice-Rector for research. In regard to the above, the interested party must submit a well-founded application, duly endorsed by the research director, which must be submitted with sufficient notice for resolution, no less than fifteen (15) days before the start of the intended absence.

Absences subject to authorisation will only be those whose direct purpose is justifiably related to research training inherent to the pre-doctoral contract, and consequently a detailed report of the activities to be carried out during the absence must be submitted with the application.

11. During the period of the contract, in order to support research staff during the contract period, a travel grant may be applied for under the terms established in the Resolution by the Rector of R-606/2021, of May 11th, establishing the rules and call for applications for grants for travelling abroad by beneficiaries of the University of Murcia Pre-doctoral Contracts (*FPU*).

12. This call for applications considers payment of public registration fees for thesis tutoring in doctorate programmes for academic courses in which the persons are registered during the validity period of the grant.

13. In view of their labour relations providing services, holders of pre-doctoral contracts are subject to the disciplinary regime provided for in the 2nd



Collective Professor and Research Staff Agreement for Public Universities in the Region of Murcia of 1st January 2016.

Likewise, as doctorate students at the University of Murcia, holders of pre-doctoral contracts, and hence sitting doctorate studies, are subject to the disciplinary regime governed by the Academic Discipline Regulation, approved by the Decree of 8th September 1954.

NINE. FUNDING CONDITIONS UNDER MODALITIES A AND B.

1. In the case of Modality A contracts, as per the definition provided in Rule Three, the University of Murcia shall defray the full costs of contracting in accordance with the provisions established in Article 21.d of Law 14/2011 of 1st June.
2. In the case of Modality B contracts, as per the definition provided in Rule Three, co-funding by a public or private entity other than the University of Murcia will be required, characterised by the high transfer capability of the results produced through the research project. Co-funding must reach a minimum of thirty percent (30%) of the total contract cost throughout the duration period of the contract, in accordance with the quantities defined in Annex III.

For these purposes, the aforementioned commitment shall not be considered to cover any increases in labour costs due to causes not attributable to the co-funding entity, unless the latter voluntarily decides to defray such.

3. In the case of Modality B contracts, the provisions established in section 6 of Rule Eight shall require co-funding to cover the full period of post-doctoral orientation.
4. For these purposes, the funding commitment undersigned by the person entitled to act on behalf of the co-funding entity shall be required in accordance with the form attached as Annex III, stating at least the committed co-funding percentage and how the funds will be transferred to the University of Murcia.

The University of Murcia undertakes the commitment to fully apply the aforementioned funds from the business to the costs of the relevant contract, and shall be liable to the affected company in the event of breaching this commitment.

TEN. ENDOWMENT AND PAYMENT

1. In accordance with the provisions established in Article 21.d of Law 14/2011 of 1st June, amended by the Law 17/2022, of 5th September, during the first two years of the contract, remuneration of the contracted pre-doctoral personnel may not be lower than fifty-six percent (56%) of the salary established for equivalent categories in the 2nd Collective Professor and Research Staff Agreement for Public Universities in the Region of Murcia. Likewise, and in relation to the same equivalent categories, this amount may not be less than



sixty percent (60%) during the third year, and no less than seventy-five percent (75%) during the fourth year of the contract. This amount may not be lower than the minimum inter-professional salary established for each year in accordance with Article 27 of the Amended Text of the Workers' Statutes.

ELEVEN. PARTICIPATION FORM. PRESENTATION.

1. The period for submitting applications for participation in the selection process shall commence at zero (0) hundred hours on the day following publication of this call for applications in the Official Journal of the Region of Murcia (*BORM*) and will remain open till 11:59 PM (Peninsular schedule) of 29th September, 2023.
2. Applications for participation in the selection process must be submitted by filling in the application form, and validation thereof by the research director, in the "PÁGINAv3" application on the University of Murcia website at: <https://pagina.um.es>.

Only in the event of faults in the aforementioned IT applications, due to causes not attributable to the interested party, applications may be submitted by any of the other methods envisaged in the regulations defined in Article 16.4.b of Law 39/2015 of 1st October, on Common Administrative Procedures of the Public Administration. In this case, a copy of the submitted application form must be sent within the deadline established in the call for applications by e-mail to girrh@um.es.

3. Participation in the selection process shall accrue payment of the relevant fees.

The fees for participation in the process are as follows:

- a. General Fee: 23.34 euros
- b. "*Carné de Paro*" holder fees: 11.67 euros
- c. "*Carné Joven*" holder fees: 18.67 euros

Any applicants who accredit a degree of disability equal to or over thirty-three percent (33%) will be exempt from paying the fees.

Settlement and payment of the fees must be carried out through the GURUM application (<https://gurum.um.es/gurum2/crearAutoRecibo>) selecting the correspondent code among the following ones:

- a) Research Selection Process Fees. (*Tasas procesos selectivos de investigación*)
- b) "*Carné de Paro*" holder fees (*Tasa carné paro contratos predoctorales*)
- c) "*Carné Joven*" holder fees (*Tasa carné joven contratos predoctorales*)

A copy of the payment receipt must be attached to the relevant application form.



Payment and submitting the relevant payment receipt shall not substitute submitting the application form within the deadline and as required.

4. Failure to pay the fee within the deadline for submitting applications shall be considered a non-remediable defect.
5. When signing and submitting the application form, the candidate declares under his/her responsibility that he/she meets the requirements necessary for the announced contracts.
6. In any event, any relevant documents listed in rules four, five and six must also be furnished within the deadline for submitting applications.

The said documents must be submitted in the "Observations" section in the "PÁGINAv3" application, if there is no specific section for the document in the application. These documents must be submitted in soft format (PDF) when validating applications.

7. Failing to submit the documents required to accredit assessable merits alleged by candidates within the established deadline, shall lead the Contracting Committee to publish a request for amendments within ten (10) working days, under the warning that in the event of candidates failing to comply with this requirement, they will be excluded from the selection process. In any event, the documents accrediting such merits must be submitted on or before the date the deadline for submitting applications ends. Any documents accrediting merits after the deadline shall not be taken into consideration.
8. All candidates shall be responsible for the truthfulness of the details contained in their applications, and the annexed documents. Nevertheless, authentic documents may not be required in all cases. Concealing information or false testimony in regard to such details shall lead to exclusion from the selection process, on previously holding a meeting with the person within the deadline of five (5) days.

If having concealed documents or borne false witness is detected after signing the contract, disciplinary procedures will be initiated, and the contract may be terminated. If this is in relation to authentic documents submitted during the period following adjudication, and prior to signing the contract, the facts will be reported to the Public Ministry.

TWELVE. ELIGIBILITY FOR PARTICIPATION APPLICATIONS.

1. When the deadline for submitting applications ends, the contracting body, through the Research Area, shall inspect the applications that have been submitted.
2. Meeting the eligibility requirements described in Rules Two and Three will be duly verified.
3. The contracting body shall then proceed to approve and publish a provisional list of eligible and excluded candidates. The causes for exclusion and whether or not the defect can be amended will also be published in the case of excluded candidates.



4. The Resolution will announce a period of ten (10) working days so that provisionally excluded candidates can amend any defects concerning them that are susceptible to amendment, under the warning that if they fail to do so, they will be permanently excluded.
5. After expiry of the aforementioned deadline, the contracting body will approve and publish the final list of eligible and excluded candidates, once again stating the cause of exclusion in regard to the latter.
6. The Resolution approving the final list of eligible and excluded candidates may not state any new causes for exclusion that had not been previously stated in the provisional Resolution of eligible and excluded candidates.

In the event of there not being any provisionally excluded candidates, the final Resolution of eligible candidates will be published. This will also be the case in the event of candidates who are excluded due to causes that are not subject to amendment.

THIRTEEN. CONTRACTING COMMITTEE.

1. In the same Resolution in which the final list of eligible and excluded candidates is published, the contracting body shall appoint and publish the members of the contracting committee who shall carry out the assessment process and select the candidates.
2. The Contracting Committee shall be formed in accordance with Article 162 of the University of Murcia Statutes, with the relevant amendments in regard to subsequent imperative rules, and shall consist of:
 - a. President: President of the University of Murcia's Research Committee.
 - b. Vice-President: Director of the International Doctorate School of the University of Murcia.
 - c. Four (4) Members, who shall be appointed by the Rector among the people who integrate the Research Commission and General Doctorate Commission of the University of Murcia at the proposal of each of the aforementioned commissions.
 - d. One (1) member to be appointed by the Rector on the proposal of the Works Council, who fulfils the requirements for eligibility as a member of the Research Committee.
 - e. Secretary: who will be appointed by the Rector from among the public employees on the Technical Research Management Scale.
3. Appointment of the Contracting Committee Members will also include a list of substitutes, appointed in accordance with the same criteria as applied in letter "c" of number 2. The person holding the position of chairman shall not be deputised for, and the person holding the position of vice-chairman of the recruitment committee shall, if necessary, act in his place.
4. Efforts will be made to ensure the Contracting Committee has an equal number of male and female doctors.



5. For the purposes of communications and incidents, the Contracting Committee shall have its offices at the Deputy Vice-Rector's Office of Research and Internationalisation at the University of Murcia, Research Area (e-mail: ugirrh@um.es).

For the purposes of exhibiting and delivering copies to interested parties in the event of any claims or challenges against the selection process, and after passing the final resolution, the administrative records shall be digitalised and kept by the Secretary of the Contracting Committee in the Research Area.

6. The members of the Contracting Committee must refrain from intervening on the Committee and reporting such to the Rector of the University of Murcia, in the event of them meeting any of the provisions envisaged in Article 23 of Law 40/2015 of 1st October, if there are causes for candidates to challenge them, for the same causes, at any time during the procedure and in accordance with the provisions established in Article 24 of the said Law. Directing, co-directing or tutoring doctoral thesis by any of the candidates shall be considered to be a matter of direct partiality.
7. Where applicable, before the start of the selection procedure the Rector shall pass a Resolution, which will be published in the TOUM (University of Murcia Official Notice Board), appointing the new members of the Contracting Committee who are to substitute those who were not eligible to act due to the causes envisaged in section 6. The new members of the Committee will be likewise appointed subject to the provisions established in section 6.
8. The Contracting Committee shall meet when convened by the President. Attendance by the President, the Secretary and at least half of the appointed members or substitutes will be mandatory. Following constitution of the Contracting Committee there will be no substitution of the members by substitutes, either for specific meetings or permanently, except in the case of duly justified impossibility to act or due to a founded challenge following constitution of the Contracting Committee if any of these circumstances lead to a risk of non-quorum at subsequent meetings. In this case the Rector shall appoint substitutes as required, which will be duly published in the TOUM, and they will be subject to abstention and challenge as provided for in section 6.
9. Following constitution of the Committee, and in order to be competent to act validly at subsequent meetings, a quorum will be required of at least half of the members, and necessarily attendance by the President and the Secretary. In the event of absence of the President or the Secretary at certain Committee meetings, they will be substituted respectively by the Vice-President or the most senior member in public employment, and the most senior member shall act as Secretary. In this case, the member/s who act as substitutes shall not be included in the quorum calculations for at least half of the Contracting Committee members, other than the President and Secretary.
10. Action by the Contracting Committee shall be in accordance with the provisions of Laws 39 and 40 of 1st October 2015 in regard to matters of procedure, in so far as they are applicable to public employment selection processes and shall act as a body in correlative functions.



11. The functions of the Contracting Committee are as follows:

- a. To assess the candidates in accordance with the selection procedure and criteria described in the Scales provided in Annexes I and II. For this purpose, the Contracting Committee may request any attendance deemed necessary by people or public entities to provide their technical advice during the selection processes of personnel involved in university research, which must be previously authorised by the Vice-Rector.
- b. To make the relevant decisions for the correct undertaking of the selection process, always in line with these rules and the applicable provisions established in the legal system.
- c. To settle any doubts that may arise concerning the application of the rules governing the call for applications, including these rules, and how best to proceed in regard to any matters not envisaged in the relevant documents.

12. The Contracting Committee may not approve, or state that a higher number of candidates than available contracts have passed the selection process. Any approved candidates that contravene the provisions established in this rule will be rendered null and void by law.

In the event of any administrative appeals against the rulings by the Contracting Committee that are susceptible to autonomous challenge, it is hereby informed that the next hierarchical level to the Contracting Committee is the Rector of the University of Murcia.

FOURTEEN. PUBLICATION.

1. For the purposes envisaged in Article 45 of Law 39/2015 of 1st October, any subsequent communication in regard to this call for applications to be officially notified to the interested parties must be officially published in an act or resolution on the Official Notice Board of the University of Murcia (*TOUM*), <https://sede.um.es/sede/tablon/inicio.seam>, substituting personal notification and having the same legal effects. In this sense, identification of the persons will be by means of the number assigned in the "PÁGINAv3" application to the applications and shall include the initials of the name and surname(s) of the said persons.

FIFTEEN. ASSESSMENT OF CANDIDATES AND PROCEDURE RESOLUTION.

1. Selection of eligible candidates will be divided into two phases.
2. During the first phase, the Contracting Committee will select the fifty (50) best average scores from the weighted academic transcripts, regardless of the modality the application is for, unless there is a lower number of applications. This selection process will be carried out through the exclusive assessment of the average weighted grades of the academic transcript of their diploma or



degree in engineering, architecture or other degree required for eligibility for the doctorate programme, without considering the average score of the Master's course necessary for the same effects. In the case of studies that were taken abroad, the score obtained through the "Declaration of equivalence of average grades in studies taken abroad" will be taken into account, which can be obtained by using the procedure available on the Ministry of Education and Professional Training website.

In order to carry out uniform, objective processing of the average score in the academic transcript, this will be weighted in accordance with the calculation procedure described in Rule Nineteen. The weighting coefficients for the different qualifications are listed in Annex V to this Resolution.

3. After the first phase of the selection process has been completed, the Contracting Committee will publish the provisional list of selected candidates who shall pass through to the second phase. This will include an ordered list in accordance with the average weighted score criteria of all the eligible candidates in the selection process. The same resolution will inform about a period for submitting allegations, which will be for ten (10) working days, after which the final list of candidates qualified to pass through to the second phase will be published, stating the score obtained by each candidate, in order, in accordance with the criteria established in Section 1 of Rule Sixteen.
4. The second phase of the selection process will consist of an assessment of each candidate's curriculum, and that of their respective research directors, and, for Modality B contracts, the interest by the public or private entity with high transfer capability of the results produced through research, as per their track record with the University of Murcia. This will be carried out in accordance with the parameters resulting from the scales described in Annexes I and II.

On concluding the assessment of merits in the second phase, the Contracting Committee will publish a list of assessed candidates in order of ranking, by means of a Resolution that shall grant a deadline of ten (10) working days to submit allegations. The Resolution shall also contain a provisional contracting proposal with the selected candidates.

5. When the deadline for submitting allegations has elapsed, the Contracting Committee will draw up a final proposal for contracting with the selected candidates, which will then be published. The final contracting proposal will include all the candidates assessed in the second phase in order of ranking, and appropriate reference to the documents included in the files that accredit the grounds for proposal, and where applicable, the subsequent procedure resolution. This proposal, in conjunction with any submitted allegations from the report on them by the Contracting Committee, and the full files, shall be referred to the Rector for the final decision to be made.
6. In either of these cases, failing to submit allegations within the provided deadlines shall be construed as provisional proposals becoming final proposals, which must be specifically stated in the provisional proposal.
7. When preparing the final contracting proposal, the Contracting Committee will



apply the provisions established in section 3 of Rule Eight, even if that means benefiting some of the candidates over others, or other candidates in a different branch of knowledge.

8. The Contracting Committee may not propose contracting of a higher number of candidates than the available number of contracts. Notwithstanding, the proposal must also include a list of substitute candidates, ranked in the relevant order, and differentiated by branch of knowledge, in the event of there being any vacancies in the Modality A contracts as envisaged in Section 3 of Rule Eight. These candidates will be called for contracting in the event of any of the initially selected candidates not eventually being contracted, either due to voluntarily withdrawing from the process or due to other causes, and also if they withdraw from the contract for any reason within the first three (3) months.
9. The Rector shall pass the resolution in accordance with the Contracting Committee's proposal, unless he observes any relevant allegations, in which case the resolution will be passed on the grounds of law.
10. The final resolution on the procedures shall establish the deadline for the selected candidates to submit the relevant documents accrediting any matters that could be required in accordance with the rules of this call for applications, and to sign the work contract establishing the date they are to start work. The aforementioned documents must be sent to the Human Resources and General Services Department at the University of Murcia.

In regard to Modality B contracts, the University of Murcia will inform the co-funders about each successful candidate appointed during the selection process within ten (10) days following the date of the final resolution. A cooperation agreement proposal shall also be sent out in line with the form provided in this document as Annex IV.

SIXTEEN. APPLICABLE PERCENTAGE IN THE FINAL SCORE OF THE DIFFERENT ASSESSABLE ITEMS DURING THE FIRST AND SECOND SELECTION PROCESS PHASES.

1. The final score in the selection process will be assigned in accordance with the following percentages:
 - a. Scoring of weighted academic transcripts for each candidate will account for eighty percent (80%) of the maximum selection process score for Modality A contracts, with a maximum partial score of eight (8) points, and seventy percent (70%) for Modality B contracts, with a maximum partial score of seven (7) points. In accordance with Section 2 of Rule Two, zero (0) points will be assigned to candidates whose average weighted score in their academic transcript is below six point five (6,5).
 - b. The score assigned to each candidate's curriculum vitae, as per the scales provided in Annexes I and II, shall account for ten percent (10%) of the maximum score in both contract Modalities, with the maximum



partial score to be assigned being one (1) point.

- c. The score assigned to the research capacity of the research director, as per the scales provided in Annexes I and II, shall account for ten percent (10%) of the maximum score for both contract Modalities, with the maximum partial score to be assigned being one (1) point.

In the case of Modality B contracts, the interest or engagement of the public or private entity with high transfer capacity of the results produced through the research, as per their track record with the University of Murcia, shall account for ten percent (10%) of the maximum score described in Annex II, with the maximum partial score for this item being one (1) point.

SEVENTEEN. - MINIMUM SCORES REQUIRED TO PASS THE SELECTION PROCESS.

1. Regardless of other candidates and the order of priority in the ranking, in order to pass the selection process, the following minimum scores must be obtained:
 - a. Candidates for Modality A contracts: seven (7) points.
 - b. Candidates for Modality B contracts: six (6) points.

EIGHTEEN. - SCOPE OF THE SCORES AND CRITERIA IN THE EVENT OF A DRAW.

1. In order to ensure accurate, specific assessment and to avoid any draws, the applicable scores in each phase for each of the items described in Rule Sixteen, shall be calculated to the hundredth, as per the formula established and published by the Contracting Committee for this purpose before commencing assessment of phase one.
2. In the event of a draw in the first phase of the selection process that were to be decisive for continuation in the selection process for two or more candidates, they shall all pass to the second phase of the selection process.
3. In the event of a draw in scores following the overall selection process, and this were to be decisive for contracting or priority on the waiting list, the following criteria shall apply:
 - a. The score obtained in Letter "a" of Rule Sixteen shall be considered first. If the draw continues, the score obtained in Letter "b" shall be considered.
 - b. In the event of Modality B candidates, this process shall continue through to Letter "d" of Rule Sixteen.
 - c. If a tie persists, the other relevant merits described in point 6, scale I, ANNEXES I and II, will be taken into account in the following order of (b), (a), (e) and (f).



- d. If the situation of total equality is equal after the application of the criteria set out in the preceding paragraphs, the following rules shall apply:
- i. If the situation of a tie is decisive for the assignment of the contract, the contract or contracts shall be assigned in accordance with the alphabetical order of the first or only surname of each applicant, in accordance with the Resolution of 9 May 2022 of the Secretary of State for the Civil Service, or the one in force at the time of the final decision on the contracts.
 - ii. If the situation of a tie is decisive for the allocation of a place on the waiting list, the alphabetical order of the first or only surname of each applicant shall be used, in accordance with the provisions of the previous paragraph.

NINETEEN. - WEIGHTING CRITERIA ON THE ACADEMIC TRANSCRIPT IN THE ASSESSMENT DURING THE FIRST PHASE IN THE SELECTION PROCESS.

1. Calculating the average score of the weighted academic transcript shall be carried out by exclusively taking into account the engineering or architecture diploma or degree conferring eligibility for the doctorate programme, without taking into account any Masters' courses, which are likewise necessary for access to the doctorate programme, with the exceptions referred to in Section 3.
2. In order to guarantee uniform assessment of all candidates, for degrees external to the University of Murcia, not listed in Annex V of the call for applications, the Research Commission will apply the weighting coefficient which, with reasons, it considers to be the most appropriate from among the degrees in the same branch of knowledge listed in the aforementioned annex.
3. If the Contracting Committee observes any unjustified deviations, an additional correction factor may be applied, which must be duly reasoned in the case file.
4. Calculating the weighting coefficient for qualifications (C(t)) will be carried out in accordance with the following formula:

$$C(t)=1-0,2*(I(t)-min)/(max-min)$$

Whereby:

- a. I(t) = INDEX (or quotient) OF THE QUALIFICATION.

The index (I(t)) is the mean of the indexes of all students in each degree. For that purpose, each student's index is calculated by dividing the average weighted score of each student by the score obtained in the general stage of the University access examinations (or, where applicable, the Baccalaureate score in the pre-university course).

The average weighted score used to calculate the aforementioned indexes will be obtained by taking into account the credits the student has taken (including any failed credits). The coefficients will be calculated taking the following criteria into account to select the academic transcripts: i) for degrees, all



academic years up to 2019/20 will be considered; ii) for degrees ending in 2010 the details of students registered between academic years 2005/2006 and 2009/2010; iii) for degrees ending in 2011, the data for students registered between academic years 2006/2007 and 2010/2011 will be used. The degree quotients shall be assigned a maximum quotient or index (max.) and a minimum (min.) quotient, which will be used in the formula described above.

TWENTY. - OBLIGATIONS OF AWARDEE CANDIDATES.

1. The successful candidates who are awarded work contracts will be bound by the following obligations, which must be fulfilled for effective contracting and commencement of work:
 - a. To submit the relevant documents to the Human Resources and General Services Department at the University of Murcia, in accordance with the chronological and substantive conditions envisaged in this call for applications and in the final procedure resolution.
 - b. To undersign the work contract on the date, within the deadline or under the terms set forth in the final procedure resolution.
2. Failing to fulfil any of the aforementioned obligations in Section 1 shall be construed as a waiver of the assigned contract, unless it is due to justified causes of material impossibility not exceeding fifteen (15) days, in which case this must be duly reported to the Human Resources and General Services Department at the University of Murcia as soon as the situation is known, furnishing any relevant documents accrediting the situation. In this case, an extension of the deadline for a prudential period may be granted.
3. On signing the work contract, the contracted pre-doctoral personnel shall be bound by the following obligations:
 - a. To commence the research activity on the date, within the deadline or under the terms set forth in the final procedure resolution, or where applicable, set forth in the work contract. Failing to start at the moment set for this purpose, shall be construed as unilateral withdrawal from the contract, unless the cause is material impossibility to start due to temporary disability, maternity or paternity or other similar situations provided for in law.
 - b. Fulfilment of the legal regime governing the pre-doctoral contract, in accordance with applicable regulations.
 - c. Join the research group to which the director of his or her investigation belongs.
 - d. In October of each contract year, to submit a report (maximum 1 000 words) on the research developments, in accordance with the standard template provided, and which must be published on the website of the Deputy Vice-Rector's Office competent for the research subject matter, with the exception of the last year in which they will submit final report.



- e. Within the deadline of one month from the end of the contract, to submit a final report covering the entire contract period, in accordance with the standard template provided, and which must be published on the website of the Deputy Vice-Rector's Office competent for the research subject matter.
- f. In any event, the research tasks performed by the contracted pre-doctoral personnel must be carried out in line with the general instructions, and where applicable, the specific instructions issued by the competent bodies at the University of Murcia in regard to technical aspects, safety, control, etc. Likewise, they must be carried out in accordance with international standards and current regulations on bio-ethics, experiments on animals, bio-safety, chemical safety, protection of the environment, natural heritage and biodiversity and also data protection.

TWENTY-ONE. - SUCCESSFUL CANDIDATES IN PREVIOUS CALLS FOR APPLICATIONS.

In order to ensure uniformity of rights and obligations by all interested parties in calls for applications of this type, the successful candidates awarded pre-doctoral contracts in previous calls for applications of "Predoctoral Contracts of the Plan for the Promotion of Research at the University of Murcia" that are still in force, shall be governed by the provisions established in this call for applications and the relevant rules.

This foregoing resolution is to be published in the Official Journal of the Region of Murcia and on the Official Noticeboard of the University of Murcia, informing the interested parties that, in accordance with the provisions established in Chapter II of Title V of Law 39/2015 of 1st October, on the Common Administrative Procedure of the Public Administration, in Article 46 and concordant of Law 29/1998 of 13th July, regulating Contentious / Administrative Jurisdiction, and Article 20 of the Statutes of the University of Murcia, approved by Decree 85/2004 of 27th August, official appeals may be filed for reversal before the Rector of the University of Murcia within the period of one month, or directly before the Contentious / Administrative Court of Murcia within the period of two months, in both cases computed from the day following notification or publication, and regardless of any other appeals the parties are entitled to by Law.

A Contentious / Administrative appeal may not be filed until the appeal for reversal has been resolved or it has been dismissed.

The Rector
José Luján Alcaraz.



ANNEX I

SCALE I - MODALITY A CANDIDATES (Maximum 9 points):

	Scores
Weighted Academic Transcript of the studies leading to eligibility x 0.8.	<u>(Max. 8.00 points)</u>

Additional merits by the applicant	<u>(Max. 1.00 points)</u>
These will be valued in accordance with the following scores:	
1. Published articles: (with ISSN or DOI)	Max. 0.40 points



1. a) Journals rated in JCR in SCIE and JCR SSCI (Science Citation Index Extended, Social Science Citation Index) or on Art & Humanities Citation Index. Journals included in SCIE, SSCI, AHCI (Science Citation Index Science Citation Index Extended, Social Science Citation Index, Art & Humanities Citation Index) taken from the WOS Journal Citation Reports (JCR) database in the last available year at the moment this call for applications is published (<http://www.um.es/web/biblioteca/contenido/servicios-investigacion/acreditacion-y-sexenios>)

First quartile	0.20 ^a
Second quartile	0.15
Third quartile	0.10
Fourth quartile	0.05
Publications on A&HCI	0.15
Publications on SSCI and SCIE (not included in JCR)	0.05
^a If it is the first decile	+0.10
Publications on Natura or Science	+0.15

1. b) Journals rated in CAPES A1, A2, B1, B2, or in CARHUS PLUS A, B, C, and D, or in CIRC A+, A, B,C or in CORE A A+ and A, or ERIH PLUS, ESCI, or in MIAR (ICDS between 6 and 11) or at SJRC Scimago Journal Rank (quartiles). Checking the publication year of the article, or if the publication date is later check the last year available at the moment this call was published. (<http://www.um.es/web/biblioteca/contenido/servicios-investigacion/acreditacion-y-sexenios>)

First quartile in SJR or included in CAPES A1, or in CARHUS Plus A, CIRC A+, CORE A+, MIAR ICDS= >9	0,10
Second quartile in SJR or included in CAPES A2, or in CARHUS Plus B, CIRC A, CORE A, MIAR ICDS= >8 and <9.	0.07
Third quartile in SJR or included in CAPES B1, or in CARHUS Plus C, CIRC B, ERIH PLUS, MIAR ICDS= >7 and <8.	0.05
Fourth quartile	0.03

1. c) Journals rated in CitEC, or in CUIDEN citation, or Dialnet métricas or Ranking de Revistas Científicas Españolas de Humanidades y Sociales with quality Stamp FECYT.

First quartile	0.07
Second quartile	0.05
Third quartile	0.03
Fourth quartile	0.02

1. d) Publications in congress proceedings included in the Rating of Congresses of GII-GRIN-SCIE (<http://www.scie.es/gii-grin-scie-rating/>)

Class 1	0.20
Class 2	0.15

1. e) Journals not classified in the aforementioned sections and that meet at least 30 standard quality criteria in the Latindex Catalogue.

For each article	0.01
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<p>2. Books and research books chapters published.</p> <p>For books, it will be understood the publications related with investigation topics or creation with legal deposit and ISBN. There are excluded texts, notes, etc. related with teaching.</p> <p>(Preferably use assessment in BC and SPI, using IE-CSIC only for those cases where the mentioned above cannot be used)</p>	<p>Max. 0,4 points.</p>																
<p>2. a) For editorials included on BCI the punctuation will be the correspondent with the first quartile, the punctuations, then mentioned, for editorials included in SPI (by subject-area).</p> <ul style="list-style-type: none">• Book/monography <table border="1"><tr><td>First international quartile</td><td>0.25</td></tr><tr><td>Second international quartile or first national quartile</td><td>0.20</td></tr><tr><td>Third international quartile or second national quartile</td><td>0.15</td></tr><tr><td>Forth international quartile or rest of the national quartiles</td><td>0.10</td></tr></table> <ul style="list-style-type: none">• Book chapter <table border="1"><tr><td>First international quartile</td><td>0.15</td></tr><tr><td>Second international quartile or first national quartile</td><td>0.10</td></tr><tr><td>Third international quartile or second national quartile</td><td>0.05</td></tr><tr><td>Forth international quartile or rest of the national quartiles</td><td>0.03</td></tr></table>	First international quartile	0.25	Second international quartile or first national quartile	0.20	Third international quartile or second national quartile	0.15	Forth international quartile or rest of the national quartiles	0.10	First international quartile	0.15	Second international quartile or first national quartile	0.10	Third international quartile or second national quartile	0.05	Forth international quartile or rest of the national quartiles	0.03	
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<p>2. b) Editorial included in IE-CSIC:</p> <ul style="list-style-type: none">• Book/Monography: <table border="1"><tr><td>High value</td><td>0.12</td></tr><tr><td>Medium value</td><td>0.10</td></tr><tr><td>Low value</td><td>0.07</td></tr></table> <ul style="list-style-type: none">• Book chapter: <table border="1"><tr><td>High value</td><td>0.07</td></tr><tr><td>Medium value</td><td>0.05</td></tr><tr><td>Low value</td><td>0.02</td></tr></table> <ul style="list-style-type: none">• Book/Monography in an editorial not included on SPI or IE-CSIC: 0.01 points.• Book chapter from an editorial not included on SPI or IE-CSIC: 0.005 points.	High value	0.12	Medium value	0.10	Low value	0.07	High value	0.07	Medium value	0.05	Low value	0.02					
High value	0.12																
Medium value	0.10																
Low value	0.07																
High value	0.07																
Medium value	0.05																
Low value	0.02																
<p>3. Research communications to congresses / posters: only contributions with clear scientific character will be considered.</p> <p>Publications extracted from these communications would not been counted as additional merits.</p> <p>The international character of the Congress must be sufficiently proven. Congresses would be considered as international when they were a) organized by institutions and/or international organizations or b) simultaneously comply with the following conditions: at least 25% of the organizer committee/scientific committee (only one of them) members should come from international provenance and at least 25 of the speakers come from international</p>	<p>Max. 0.20 points</p>																



provenance.		
Congresses not accredited as international will be considered as national.		
3. a) International		
	Posters	0.05
	Oral communication (defence)	0.07
	Written communication	0.07
3. b) National		
	Posters	0.025
	Oral communication (defence)	0.035
	Written communication	0.035
4. Exhibitions of recognised prestige		Max. 0.4 points
4.a) Performed in public expositive spaces or international private spaces. <ul style="list-style-type: none"> Catalogue editing and/or curatorship. With repercussions in the national specialised media (of the country where the site is located) 	Individual	0.15
	Collective	0.10
4.b) Performed in public expositive spaces or national private spaces. <ul style="list-style-type: none"> Catalogue editing and/or curatorship. With repercussions in the national specialised media. 	Individual	0.05
	Collective	0.025
4.c) Performed in public or private spaces with artist outside their influential area.	Individual	0.025
	Collective	0.015
4.d) Exhibitions that don't meet the criteria mentioned above.	Individual or collective	0.01
5. Design of artistic or graphic projects, products or others		Max. 0.4 points.
5.a) For public or private organisms or businesses with national or international impact. <ul style="list-style-type: none"> With technical project or series editions or catalogue editions. Impact on general or specialized mass media. 		0.10
5.b) For public or private organisms or businesses with regional or local impact. <ul style="list-style-type: none"> With technical project or series edition or catalogue editions. Impact on general or specialized mass media. 		0.02
5.c) Designs that do not meet the previous requirements.		0.01
6. Other important merits (*)		Max. 0.6 points.
6. a) Extraordinary prize in the degree		0.25



6. b) National study completion prize	1st Place: 0.25 points. 2nd Place: 0.15 points. 3rd Place: 0.10 points.
6. c) Ministry collaboration grant and Research Initiation Grant from CSIC.	0.5
6. d) UM Research Initiation Grant	0.3/grant
6. e) Official Master's , other than required for submitting the application	0.2
6. f) Degree, graduate or engineering , other than required for submitting the application	0.2
6. g) Grant obtained in some of the following international mobility programs: Erasmus + (Studies, Practices or International Mobility), ILA, ISEP or University of Murcia Program of Bilateral Agreement.	0.1 points for each month of stay.
6.h) Boarding student. (The documents that justify this, must be included in the observations field)	0,025 per year.



SCALE II - RESEARCH DIRECTOR PERSONNEL (Maximum 1.00 point):

1.	<p>Research publications from 1st January 2013 to date: articles, monographs in periodical journals, books and chapters in PÁGINA. Weighted x 0.2.</p> <p>IMPORTANT (apply correction factor of position in Area and authors in the calculations)</p>	<p>(Max. 0.5 points)</p>
1.1.	<p>Publications in scientific journals.</p>	
	<p>a) Journals rated in ISI Journals included in SCIE, SSCI, AHCI (Science Citation Index Science Citation Index Extended, Social Science Citation Index, Art & Humanities Citation Index) taken from the WOS Journal Citation Reports (JCR) database in the last available year at the moment this call for applications is published (http://www.um.es/web/biblioteca/contenido/servicios-investigacion/acreditacion-y-sexenios)</p>	
	First quartile	0.45
	Second quartile	0.35
	Third quartile	0.25
	Fourth quartile	0.15
	ªIf it is the first decile	+0.1
	Publications in Nature or Science	+0.45
	<p>b) Journals rated in CitEc, SCIMAGO (rated by H factor and other than H=zero), ERIH and CORE A+ and A. Social and Legal Science Journals with H ≠ 0 factor in Google Scholar Metrics. Taken from the list for the last available year at the moment this call for applications is published (http://www.um.es/web/biblioteca/contenido/servicios-investigacion/acreditacion-y-sexenios)</p>	
	First quartile	0.35
	Second quartile	0.30
	Third quartile	0.20
	Fourth quartile	0.10
	<p>c) Journals rated in IN-RECS, RESH and IN-RECJ</p>	
	First quartile	0.15
	Second quartile	0.0125
	Third quartile	0.075
	Fourth quartile	0.0375



<p>d) Publications on proceedings of congresses gathered on Rating of GII-GRIN-SCIE Congresses. (http://www.scie.es/gii-grin-scie-rating/) (proof document must be included)</p>		
Class 1		0.40
Class 2		0.20
<p>Note: Publications that are not rated as research articles, such as: notes, short texts, clinical cases, taxonomic rankings, recensions in humanities, translations and annotated editions, forewords on scientific publications, letters to the editor, specific comments to rules, comprising 10 pages or less, shall be scored according to the repertoire of journals and quartile, and the value in points shall be divided by 4.</p>		
1.2.	Research books and book chapters.	
Books are understood to be publications directly related to the research subject or creation with legal deposit and ISBN. Any texts, notes, etc., more directly related to teaching are therefore excluded.		
1.2.2. In the fields of <u>Mathematics, Experimental Sciences, Health Sciences and Technical Teaching</u> :		
a) Books in foreign publishers that are cited on lists such as the Book Citation Index		
	For author	0.6 ^a
	For book chapter. (maximum 0.4 points per book)	0.15 ^{a,**}
	For edition (collective works)	0.2 ^a
b) Books in Spanish publishers that are cited on lists such as the Book Citation Index		
	For author	0.4
	For book chapter. (maximum 0.30 points per book)	0.1
	For edition (collective works)	0.1
c) Books in other publishers than the mentioned above:		
	For author	0.1
	For book chapter. (maximum 0.12 points per book)	0.03
	For edition (collective works)	0.05
1.2.3. In the fields of <u>Humanities, Social Sciences, Economic Sciences and Legal Sciences</u> :		
a) Books in publishers (national or foreign) with priority ICEE (first quartile) cited on the relevant SPI list for each discipline.		
	For author	0.6 ^a
	For book chapter.	0.15 ^{a,**}
	For systematic comments on rules (No. pages > 10)	0.15 ^{a,**}
	For edition (collective works)	0.2 ^a
b) Books in publishers (national or foreign) with priority ICEE (second to fourth quartile) cited on the relevant SPI list for each discipline.		
	For author	0.4
	For book chapter.	0.1 ^{***}
	For systematic comments on rules (No. pages > 10)	0.1 ^{***}



	For edition (collective works)	0.1
	c) Books in other publishers than those mentioned above cited on DIALNET:	
	For author	0.075
	For book chapter.	0.03
	For edition (collective works)	0.03
	^a 0.08 points will be added for each monograph in publishers of acknowledged prestige in each Area ¹ . The 0.08 points will be divided by the number of authors	
	**Up to a maximum of 0.4 points for chapters or comments on standards in the same book.	
	***Up to a maximum of 0.20 points for chapters or comments on standards in the same book.	
	****Up to a maximum of 0.06 points for chapters or comments on standards in the same book.	
1.3.	Exhibitions of acknowledged prestige	
	a) Individual	
	International and National	0.22
	b) Collective	
	International	0.15
	National	0.10
2	Participation in research projects, contracts Art. 83 of the Organic Law on Universities and Research Agreements. Registration and exploitation of patents. Weighted x 0.2	(Max. 0.5 points)

¹ Mathematics Area:

International: Springer, World Scientific, Cambridge University Press, Birkhauser, Amer. Math. Soc., Elsevier, Oxford University Press, European Math. Soc.

National: CSIC, RSME

Experimental Sciences Area: Academic Press, Cambridge University Press, Elsevier, Kluwer, Oxford Press, Science. Springer Verlag, Taylor and Francis, Thompson Reuters, Wiley (John Wiley and Sons)

Health Sciences Area: Academic Press, Cambridge University Press, Elsevier, Kluwer, Oxford Press, Science. Springer Verlag, Taylor and Francis, Thompson Reuters, Wiley (John Wiley and Sons)

Technical Teaching Area: Cambridge University Press, MIT Press, Springer, Academic Press, CRC Press, IEEE, IOSPress, McGraw-Hill, Adison Weasly/Pearson, IGI Global.

Economic Sciences Area: Oxford University Press, Cambridge University Press, Springer, Edward Elgar, Routledge, John Wiley and Sons, Elsevier, McGraw-Hill, MIT Press, Pearson Education.

Humanities Area: the first 10 (national or foreign) with the highest ICEE SPI ranking for each discipline (<http://epuc.cchs.csic.es/SPI/disciplinas.php>).

Social Sciences Area: the first 10 (national or foreign) in the SPI ranking for each discipline (<http://epuc.cchs.csic.es/SPI/disciplinas.php>).

Legal Sciences Area:

National: Tirant lo Blanch, Aranzadi, Marcial Pons, Tecnos

Foreign: Thompson Reuters, Oxford University Press, Cambridge University Press, Wolters Kluwer, Giuffrè



	A Research Project is understood to be one that binds the researcher with a research body and is recorded in the PÁGINA programme. The projects must be funded, to a greater or lesser degree, by a Public Organisation, and must have been subjected to a scientific and/or technical assessment process before they were awarded. If several researchers took part in the project, each of them shall be assigned the proportional part according to the number of researchers who took part in the Project.	
2.1.	Participation in research projects funded through competitive public calls for applications in the last 6 years and cited in PÁGINA.	
	IMPORTANT (apply the correction factor for the Principal Researcher and International calls for applications in the calculations).	
	a) Regional	
	Participation as group member:	1
	Project Principal Researcher:	+0.75
	If it is a group of excellence call for applications:	+1.5
	b) National	
	Participation as group member:	2
	Project Principal Researcher:	+1.5
	If it is a group of excellence call for applications (Consolider)	+3
	c) European (Framework Programme)	
	Participation as group member:	2
	Project Principal Researcher:	+1.5
	d) Other competitive calls for applications (Networks, Integrated Actions, International Cooperation Project with research activities...)	
	Participation as group member:	0.7
	Project Principal Researcher:	+0.3
2.2.	Participation in Article 83 of Organic Law on Universities and Research Agreements Contracts funded by the Public Administration or a Private Company in the last 6 years recorded in PÁGINA.	
	IMPORTANT (apply the correction factor for the Principal Researcher in the calculations).	
	For each contract for amount (*) of:	
	<€30,000:	0.5
	€30,000 - €60,000	1
	>€60,000:	1.5
	<i>For each project as principal researcher</i>	
		x 2



2.3	Registration and exploitation of patents or registered software cited in PÁGINA		
	a) Patents		
	National: application year:		0.07
	International extension: application year:		0.12
	b) Other industrial property registrations and registered software:		
	National: application year:		0.035
	International extension:		0.06
	c) For each operating licence:		
	< 30,000 Euros		0.05
	> 30,000 Euros		0.15

(*) Only applicable to amounts effectively collected.

3.-	For directing doctoral theses in the last 6 years recorded in PÁGINA and participation in Official Postgraduate Programmes. Weighted x 0.2	<u>(Max. 0.1 points)</u>
	* For each Doctoral Thesis directed with Extraordinary Prize and European or International Mention.	0.75 points.
	* For each Doctoral Thesis directed with Extraordinary Prize.	0.5 points.
	* For each Doctoral Thesis directed with European Doctorate, International or Industrial mention.	0.5 points.
	* For each Doctoral Thesis directed without European Doctorate, International or Industrial mention.	0.25 points.

4.-	For Proven Research Experience.	<u>(Max. 0.5 points)</u>
	* For each six years of research recognised at UM.	0.1 points.



ANNEX II:

SCALE I - MODALITY B CANDIDATES (Maximum 8 points):

	Scores
Weighted Academic Transcript of the studies leading to eligibility x 0.7.	<u>(Max. 7.00 points)</u>

Additional merits by the applicant **(Max. 1.00 points)**

These will be valued in accordance with the following scores:

1. Published articles: (with ISSN or DOI) **Max. 0.40 points**

1. a) Journals rated in JCR in SCIE and in JCR SSCI (Science Citation Index Extended, Social Science Citation Index) or on Art & Humanities Citation Index. Journals included in SCIE, SSCI, AHCI (Science Citation Index Science Citation Index Extended, Social Science Citation Index, Art & Humanities Citation Index) taken from the WOS Journal Citation Reports (JCR) database in the last available year at the moment this call for applications is published (<http://www.um.es/web/biblioteca/contenido/servicios-investigacion/acreditacion-y-sexenios>)

	First quartile	0.20 ^a
	Second quartile	0.15
	Third quartile	0.10
	Fourth quartile	0.05
	Publications on A&HCI	0.15
	Publications on SSCI and SCIE (not included in JCR)	0.05
	^a If its from first decile	+0.10
	Publications in Nature or Science	+0.15

1. b) Journals rated in CAPES A1, A2, B1, B2, or in CARHUS PLUS A, B, C, and D, or in CIRC A+, A, B, or in CORE A A+ and A, pr om ERIH PLUS, OR ESCI, or in MIAR (ICDS between 6 and 11) or at SJRC Scimago Journal Rank (quartiles). Checking the publication year of the article, or if the publication date is later check the last year available at the moment this call was published. (<http://www.um.es/web/biblioteca/contenido/servicios-investigacion/acreditacion-y-sexenios>)

	First quartile in SJR or included in CAPES A1, or in CARHUS Plus A, CIRC A+, CORE A+, MIAR ICDS= >9	0.10
	Second quartile in SJR or included in CAPES A2, or in CARHUS Plus B, CIRC A, CORE A, MIAR ICDS= >8 and <9.	0.07
	Third quartile in SJR or included in CAPES B1, or in CARHUS Plus C, CIRC B, ERIH PLUS, MIAR ICDS= >7 and <8.	0.05
	Fourth quartile	0.03

1. c) Journals rated in CitEc, or in CUIDEN citation, or Dialnet métricas or Ranking de Revistas



Científicas Españolas de Humanidades y Sociales with quality Stamp FECYT.		
	First quartile	0.07
	Second quartile	0.05
	Third quartile	0.03
	Fourth quartile	0.02
1. d) Publications in congress proceedings included in the Rating of Congresses of GII-GRIN-SCIE (http://www.scie.es/gii-grin-scie-rating/)		
	Class 1	0.20
	Class 2	0.15
1. e) Journals not classified in the aforementioned sections and that meet at least 30 standard quality criteria in the Latindex Catalogue.		
	For each article	0.01

2. Books and research books chapters published.	Max. 0.4 points.																
<p>For books, it will be understood the publications related with investigation or creation topics, with legal deposit and ISBN. There are excluded texts, notes, etc. related with teaching.</p> <p>(Preferably use assessment in BC and SPI, using IE-CSIC only for those cases where the first ones cannot be used)</p>																	
<p>2. a) For editorials included on BCI the punctuation will be the correspondent with the first quartile, the punctuations, then mentioned, for editorials included in SPI (by subject-area).</p> <ul style="list-style-type: none"> Book/monography. <table border="1"> <tbody> <tr> <td>First international quartile</td> <td>0.25</td> </tr> <tr> <td>Second international quartile or first national quartile</td> <td>0.20</td> </tr> <tr> <td>Third international quartile or second national quartile</td> <td>0.15</td> </tr> <tr> <td>Forth international quartile or rest of the national quartiles</td> <td>0.10</td> </tr> </tbody> </table> Book chapter <table border="1"> <tbody> <tr> <td>First international quartile</td> <td>0.15</td> </tr> <tr> <td>Second international quartile or first national quartile</td> <td>0.10</td> </tr> <tr> <td>Third international quartile or second national quartile</td> <td>0.05</td> </tr> <tr> <td>Forth international quartile or rest of the national quartiles</td> <td>0.03</td> </tr> </tbody> </table> 		First international quartile	0.25	Second international quartile or first national quartile	0.20	Third international quartile or second national quartile	0.15	Forth international quartile or rest of the national quartiles	0.10	First international quartile	0.15	Second international quartile or first national quartile	0.10	Third international quartile or second national quartile	0.05	Forth international quartile or rest of the national quartiles	0.03
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Third international quartile or second national quartile	0.05																
Forth international quartile or rest of the national quartiles	0.03																
<p>2. b) Editorial included in IE-CSIC:</p> <ul style="list-style-type: none"> Book/Monography: 																	



High value	0.12
Medium value	0.10
Low value	0.07

- Book chapter:

High value	0.07
Medium value	0.05
Low value	0.02

- **Book/Monography in an editorial not included on SPI or IE-CSIC:** 0.01 points.
- **Book chapter from an editorial not included on SPI or IE-CSIC:** 0.005 points.

<p>3. Research communications to congresses / posters: only contributions with clear scientific character will be considered</p> <p>Publications extracted from these communications would not be counted as additional merits.</p> <p>The international character of the Congress must be sufficiently proven. Congresses would be considered as international when they were a) organized by institutions and/or international organizations or b) simultaneously comply with the following conditions: at least 25% of the organizer committee/scientific committee (only one of them) members should come from international provenance and at least 25 of the speakers come from international provenance.</p> <p>Congresses not accredited as international will be considered as national.</p>		Max. 0.20 points
3. a) International		
	Posters	0.05
	Oral communication (defence)	0.07
	Written communication	0.07
3. b) National		
	Posters	0.025
	Oral communication (defence)	0.035
	Written communication	0.035
4. Exhibitions of recognised prestige		Max. 0.4 points.
<p>4.a) Performed in public expositive spaces or international private spaces.</p> <ul style="list-style-type: none"> • Catalogue editing and/or curatorship. • With repercussions in the national specialised media (of the country where the site is located) 	Individual	0.15
	Collective	0.10
4.b) Performed in public expositive spaces or national private spaces.	Individual	0.05



<ul style="list-style-type: none"> Catalogue editing and/or curatorship. With repercussions in the national specialised media. 	Collective	0.025
4.c) Performed in public or private spaces with artist outside their influential area.	Individual	0.025
	Collective	0.015
4.d) Exhibitions that don't meet the criteria mentioned above.	Individual or collective	0.01
5. Design of artistic or graphic projects, products or others		Max. 0.4 points.
5.a) For public or private organisms or businesses with national or international impact. <ul style="list-style-type: none"> With technical project or series editions or catalogue editions. Impact on general or specialized mass media. 		0.10
5.b) For public or private organisms or businesses with regional or local impact. <ul style="list-style-type: none"> With technical project or series edition or catalogue editions. Impact on general or specialized mass media. 		0.02
5.c) Designs that do not meet the previous requirements.		0.01
5. Other relevant merits (*)		Max. 0.6 points
5. a) Extraordinary prize in the degree		0.25
5. b) National study completion prize		1st Place: 0.25 points. 2nd Place: 0.15 points. 3rd Place: 0.10 points.
5.c) Ministry collaboration grant and Research Initiation Grant from CSIC.		0.5
5. d) UM Research Initiation Grant		0.3/grant
5. e) Official Master's , other than required for submitting the application		0.2
6. f) Degree, graduate or engineering , other than required for submitting the application		0.2
6.g) Grant obtained in some of the following international mobility programs: Erasmus + (Studies, Practices or International Mobility), ILA, ISEP or University of Murcia Program of Bilateral Agreement.		0.1 points for each full month of stay.
6.h) Boarding student		0,025 per year



SCALE II - RESEARCH DIRECTOR PERSONNEL (Maximum 1.00 point):

1.-	<p>Research publications from 1st January 2013 to date: articles, monographs in periodical journals, books and chapters in PÁGINA. Weighted x 0.2.</p> <p>IMPORTANT (apply correction factor of position in Area and authors in the calculations)</p>	<p><u>(Max. 0.5 points)</u></p>
1.1.	<p>Publications in scientific journals</p>	
	<p>a) Journals rated in ISI Journals included in SCIE, SSCI, AHCI (Science Citation Index Science Citation Index Extended, Social Science Citation Index, Art & Humanities Citation Index) taken from the WOS Journal Citation Reports (JCR) database in the last available year at the moment this call for applications is published (http://www.um.es/web/biblioteca/contenido/servicios-investigacion/acreditacion-y-sexenios)</p>	
	First quartile	0.45
	Second quartile	0.35
	Third quartile	0.25
	Fourth quartile	0.15
	ªIf it is the first decile	+0.1
	Publications in Nature or Science	+0.45
	<p>b) Journals rated in CitEc, SCIMAGO (rated by H factor and other than H=zero), ERIH and CORE A+ and A. Social and Legal Science Journals with H ≠ 0 factor in Google Scholar Metrics. Taken from the list for the last available year at the moment this call for applications is published (http://www.um.es/web/biblioteca/contenido/servicios-investigacion/acreditacion-y-sexenios)</p>	
	First quartile	0.35
	Second quartile	0.30
	Third quartile	0.20
	Fourth quartile	0.10



c) Journals rated in IN-RECS, RESH and IN-RECJ		
	First quartile	0.15
	Second quartile	0.0125
	Third quartile	0.075
	Fourth quartile	0.0375
d) Publications in congress proceedings included in the Rating of Congresses of GII-GRIN-SCIE (http://www.scie.es/gii-grin-scie-rating/)		
	Class 1	0.40
	Class 2	0.20
<p>Note: Publications that are not rated as research articles, such as: notes, short texts, clinical cases, taxonomic rankings, recensions in humanities, translations and annotated editions, forewords on scientific publications, letters to the editor, specific comments to rules, comprising 10 pages or less, shall be scored according to the repertoire of journals and quartile, and the value in points shall be divided by 4.</p>		
1.2. Research books and book chapters		
Books are understood to be publications directly related to the research subject or creation with legal deposit and ISBN. Any texts, notes, etc., more directly related to teaching are therefore excluded.		
1.2.2. In the fields of <u>Mathematics, Experimental Sciences, Health Sciences and Technical Teaching:</u>		
a) Books in foreign publishers that are cited on lists such as the Book Citation Index		
	For author	0.6 ^a
	For book chapter. (maximum 0.4 points per book)	0.15 ^{a,**}
	For edition (collective works)	0.2 ^a
b) Books in Spanish publishers that are cited on lists such as the Book Citation Index		
	For author	0.4
	For book chapter. (maximum 0.30 points per book)	0.1
	For edition (collective works)	0.1
c) Books in other publishers than those mentioned above:		
	For author	0.1
	For book chapter. (maximum 0.12 points per book)	0.03
	For edition (collective works)	0.05
1.2.3. In the fields of <u>Humanities, Social Sciences, Economic Sciences and Legal Sciences:</u>		
a) Books in publishers (national or foreign) with priority ICEE (first quartile) cited on the relevant SPI list for each discipline.		
	For author	0.6 ^a
	For book chapter.	0.15 ^{a,**}
	For systematic comments on rules (No. pages > 10)	0.15 ^{a,**}
	For edition (collective works)	0.2 ^a



b) Books in publishers (national or foreign) with priority ICEE (second to fourth quartile) cited on the relevant SPI list for each discipline.		
	For author	0.4
	For book chapter.	0.1 ***
	For systematic comments on rules (No. pages > 10)	0.1 ***
	For edition (collective works)	0.1
c) Books in other publishers than those mentioned above cited on DIALNET:		
	For author	0.075
	For book chapter.	0.03
	For edition (collective works)	0.03
	ª0.08 points will be added for each monograph in publishers of acknowledged prestige in each Area ² . The 0.08 points will be divided by the number of authors	
	**Up to a maximum of 0.4 points for chapters or comments on standards in the same book.	
	***Up to a maximum of 0.20 points for chapters or comments on standards in the same book.	
	****Up to a maximum of 0.06 points for chapters or comments on standards in the same book.	
1.3. Exhibitions of acknowledged prestige		
c) Individual		
	International and National	0.22
d) Collective		
	International	0.15

² Mathematics Area:

International: Springer, World Scientific, Cambridge University Press, Birkhauser, Amer. Math. Soc., Elsevier, Oxford University Press, European Math. Soc.

National: CSIC, RSME

Experimental Sciences Area: Academic Press, Cambridge University Press, Elsevier, Kluwer, Oxford Press, Science. Springer Verlag, Taylor and Francis, Thompson Reuters, Wiley (John Wiley and Sons)

Health Sciences Area: Academic Press, Cambridge University Press, Elsevier, Kluwer, Oxford Press, Science. Springer Verlag, Taylor and Francis, Thompson Reuters, Wiley (John Wiley and Sons)

Technical Teaching Area: Cambridge University Press, MIT Press, Springer, Academic Press, CRC Press, IEEE, IOSPress, McGraw-Hill, Adison Weasly/Pearson, IGI Global.

Economic Sciences Area: Oxford University Press, Cambridge University Press, Springer, Edward Elgar, Routledge, John Wiley and Sons, Elsevier, McGraw-Hill, MIT Press, Pearson Education.

Humanities Area: the first 10 (national or foreign) with the highest ICEE SPI ranking for each discipline (<http://epuc.cchs.csic.es/SPI/disciplinas.php>).

Social Sciences Area: the first 10 (national or foreign) in the SPI ranking for each discipline (<http://epuc.cchs.csic.es/SPI/disciplinas.php>).

Legal Sciences Area:

National: Tirant lo Blanch, Aranzadi, Marcial Pons, Tecnos

Foreign: Thompson Reuters, Oxford University Press, Cambridge University Press, Wolters Kluwer, Giuffrè



	National	0.10
2	Participation in research projects, contracts Art. 83 of the Organic Law on Universities and Research Agreements. Registration and exploitation of patents. Weighted x 0.2	(Max. 0.5 points)
	A Research Project is understood to be one that binds the researcher with a research body and is recorded in the PÁGINA programme. The projects must be funded, to a greater or lesser degree, by a Public Organisation, and must have been subjected to a scientific and/or technical assessment process before they were awarded. If several researchers took part in the project, each of them shall be assigned the proportional part according to the number of researchers who took part in the Project.	
2.1.	Participation in research projects funded through competitive public calls for applications in the last 6 years and cited in PÁGINA.	
	IMPORTANT (apply the correction factor for the Principal Researcher and International Calls for Applications in the calculations).	
	a) Regional	
	Participation as group member:	1
	Project Principal Researcher:	+0.75
	If it is a group of excellence call for applications:	+1.5
	b) National	
	Participation as group member:	2
	Project Principal Researcher:	+1.5
	c) European (Framework Programme)	
	Participation as group member:	2
	Project Principal Researcher:	+1.5
	d) Other competitive calls for applications (Networks, Integrated Actions, International Cooperation Project with research activities...)	
	Participation as group member:	0.7
	Project Principal Researcher:	+0.3
2.2.	Participation in Article 83 of Organic Law on Universities and Research Agreements Contracts funded by the Public Administration or a Private Company in the last 6 years recorded in PÁGINA.	
	IMPORTANT (apply the correction factor for the Principal Researcher in the calculations).	
	For each contract for amount (*) of:	
	<€30,000:	0.5
	€30,000 - €60,000	1
	>€60,000:	1.5
	<i>For each project as principal researcher</i>	
		x 2
2.3.	Registration and exploitation of patents or registered software cited in PÁGINA	



a) Patents		
	National: application year:	0.07
	International extension: application year:	0.12
b) Other industrial property registrations and registered software:		
	National: application year:	0.035
	International extension:	0.06
c) For each operating licence:		
	< 30,000 Euros	0.05
	> 30,000 Euros	0.15

(*) Only applicable to amounts effectively collected.

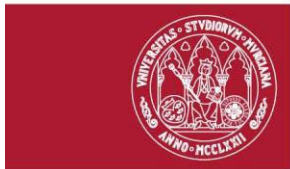
3.-	For directing doctoral theses in the last 6 years recorded in PÁGINA and participation in Official Postgraduate Programmes. Weighted x 0.2	(Max. 0.1 points)
	* For each Doctoral Thesis directed with Extraordinary Prize and European or International Mention.	0.75 points.
	* For each Doctoral Thesis directed with Extraordinary Prize.	0.5 points.
	* For each Doctoral Thesis directed with European Doctorate, International or Industrial mention.	0.5 points.
	* For each Doctoral Thesis directed without European Doctorate, International or Industrial mention.	0.25 points.
4.-	For Proven Research Experience.	(Max. 0.5 points)
	* For each six years of research recognised at UM.	0.1 points.



SCALE III - INTEREST AND ENGAGEMENT BY THE MODALITY B COMPANY (Maximum 1.00 point):

1.-	Assessment of specific interest for the entity and the innovation capability and transference of results produced during research	<u>(Max. 0.4 points)</u>	
2	If the company is a EBT/EICNT holding by UMU or has an active chair with UMU	<u>0.2 points.</u>	
3	Participation in Article 83 of Organic Law on Universities and Research Agreements with the University of Murcia in the last 6 years recorded in PÁGINA.	<u>(Max. 0.3 points)</u>	
	For each contract for amount (*) of:		
		<€10,000:	0.1
		>€10,000:	0.2
4	The Tutor holding a doctorate degree in the company	<u>0.1 points.</u>	

(*) Only applicable to amounts effectively collected.



ANNEX III CO-FUNDING COMMITMENT

Mr/Ms [...], holder of identity document numbered [...], in representation of the entity [*company name*], with registered address at [...] and assigned VAT Regd. No. [...], in view of [*legal title enabling representation and dates of appointment and acceptance, deed, where applicable, etc.*], hereby declares under his/her responsibility that the entity [*company name*], agrees to co-finance the “Modality B” pre-doctoral contract of Mr/Ms [...], in the event of him/her being awarded the contract in view of the resolution of [...], and in accordance with Section 2 of Rule Five and Sections 2 and following of Rule Nine of the aforementioned call for applications, and commits to the University of Murcia to:

1. Funding of [...] percent of the full contract cost through the entire contract duration period.

In view of the foregoing, the unit costs per year of each contract, on which this co-financing commitment is based, is shown in the following table, also including the contract cost in the event of meeting the circumstances provided for in Section 6 of Rule Eight arising in reference to the contract during the post-doctoral orientation period.

Year	Unit cost (€) for the pre-doctoral contract during the four yearly periods	Unit cost per Post-doctoral Orientation Period (POP)
1	24 230,97	€ per year (This period may not exceed one year under any circumstances)
2	24 230,97	
3	25 576,78	
4	31 636,10	
Total		

2. Make the relevant payments in favour of the University of Murcia by bank transfer, under the terms and at the regularity provided for in the business collaboration agreement form in Annex IV of the call for applications, which will be undersigned by the parties in the event of Mr/Ms [...] being awarded a Modality B pre-doctoral contract.

3. For the purposes envisaged in Section 2, paragraph two of Rule Nine of the call for applications, in reference to section 6 of Rule Eight [*company*] YES / NO [*leave as applicable*] grants co-financing at the same percentage for any subsequent increases in labour costs applicable through imperative legal regulations.

In [*city/town*], on [*date*]

Mr/Ms.



ANNEX IV

BUSINESS COLLABORATION AGREEMENT IN ACTIVITIES OF GENERAL INTEREST UNDERSIGNED BETWEEN [COMPANY] AND THE UNIVERSITY OF MURCIA UNDER THE CALL FOR APPLICATIONS FOR PRE-DOCTORAL CONTRACTS WITHIN THE UNIVERSITY PLAN FOR PROMOTION OF RESEARCH AT THE UNIVERSITY OF MURCIA FOR 2020.

In Murcia, on [...] of [...] 20[...]

BY AND BETWEEN

For one party, Mr. José Luján Alcaraz, Rector of the University of Murcia, who is acting in name and representation of the University in view of the vested powers inherent to his appointment, verified by Decree No. 34/2018, of 13th April, by the Board of Governors of the Autonomous Community of the Region of Murcia (Official Journal of the Region of Murcia No. 85/2018, of 14th April), and in accordance with the competences conferred to him through Articles 20 of Organic Law 6/2001 of 21st December on Universities, and 42 of the Statutes of the University of Murcia, approved by Decree No. 85/2004, of 27th August by the Board of Governors of the Autonomous Community of the Region of Murcia (Official Journal of the Region of Murcia No. 207/2004, of 6th September).

For the other party, Mr/Ms [...], [*position*] representing the entity [*company name*], with registered address at [...] assigned VAT Regd. No. [...], who is acting in view of the [*legal title enabling representation and dates of appointment and acceptance, deed, where applicable, etc.*].

THEY HEREBY STATE

I. Whereas, the University of Murcia is a Spanish public University, governed in accordance with Organic Law 6/2001 of 21st December on Universities. The University's statutes state that its action must be in line with the principles of participation, an inter-disciplinary approach and pluralism, striving to ensure relations with the regional, national and international environment, and also cooperation with other research or higher education institutions. Owing to its legal nature, the University of Murcia is included among the beneficiary entities of patronage listed in article 16 of Law 49/2002 of 23rd December, on the Fiscal Regime of Non-Profit Entities and Fiscal Incentives for Patronage.

II. Whereas, the doctoral thesis of Mr/Ms [---] is to be carried out within the framework of the Doctorate Programme [...], managed by the International Doctorate School of the University of Murcia under the direction of Dr. [...].

III. Whereas, [*company name*] has stated its wishes to collaborate in the training activity of the research personnel at the University of Murcia, under the terms envisaged for Modality B in the *Pre-Doctoral Contracts within the University Plan for Promotion of Research at the University of Murcia for 2020*, through co-financing and proposal of own personnel for tutorship or joint direction of the doctoral thesis titled [...].

IV. Whereas, for the said purposes, the parties hereby agree to enter into this business collaboration agreement in activities of general interest, in accordance with the regime established in Article 25 and concordant of Law 49/2002 of 23rd December on the fiscal regime of non-profit entities and fiscal incentives for patronage, in order to establish the financing conditions envisaged in Rule Five, section 2, letter "b" of the *Call for applications for Pre-Doctoral Contracts within the University Plan for Promotion of Research at the University of Murcia for 2020*, in relation to Rule Eight, section 1, letter "b" of the call for applications:

"Modality B): In regard to pre-doctoral contracts for research within the scope of a new, specific project on subjects of specific interest for public or private entities with a high transference capability of the results produced through the research."



V. Whereas, Modality B of the aforementioned call for applications is based on the unquestionable training benefits the contract person will obtain in the approach to actual production activity through close collaboration with companies that have R&D&I Departments, or who implement an approach to producing new knowledge. Consequently, continuity is given to one of the main common objectives of universities and businesses, consisting of increasing the engagement of the private sector in scientific and technological research action.

The foregoing is in turn based on the regulations established in the provisions of Law 14/2011 of 1st June on Science, Technology and Innovation, in article 17, section 1 referring to mobility by research staff, thus establishing the importance and necessity of promoting such between the public and private sectors, and interaction within the scenario where the different agents carry out their activities in regard to the aforementioned fields of knowledge.

In the above context, tutoring and co-direction of the activities carried out by the contracted pre-doctoral person by the personnel appointed by the company and through its support for research activities, represent an essential component for fulfilling the objectives of pre-doctoral research as established in the call for applications under Modality B.

In view of the foregoing, the parties hereby formalise this agreement subject to the following

CLAUSES

One: Objective of the agreement.

The business collaboration agreement in activities of general interest has the objective of participation by [entity] in the financing of the “Modality B” pre-doctoral contract which, where applicable, is assigned to Mr/Ms [...] under the Call for applications for *Pre-Doctoral Contracts within the University Plan for Promotion of Research at the University of Murcia for 2020*, regardless of any other complementary collaboration envisaged in this agreement and in the aforementioned call for applications.

In order to fulfil the said objective [entity] hereby undertakes the commitment of making the financial contribution defined in Clause Four.

The University of Murcia, hereby undertakes to disseminate participation by [entity] in the activity described in paragraph one, under the terms established in Clause Five.

Two: Legal nature.

This agreement is a business collaboration agreement in activities of general interest, in accordance with the provisions of Article 25 and concordant of Law 49/2002 of 23rd December, on the Fiscal Regime of Non-Profit Entities and Fiscal Incentives for Patronage.

It must not be considered as an agreement pursuing the purposes of publicity sponsorship as regulated in Article 24 of Law 34/1988 of 11th November, on General Publicity. For the said purpose, dissemination of participation by [entity] in the activity comprising the objective of this agreement, shall not be construed as service providing.

It also has the legal nature of an administrative agreement, in accordance with the provisions of Article 47.2 of Law 40/2015 of 1st October, on the Legal Regime of the Public Sector.

Three: Validity period.

This agreement shall be perfected and shall come into force at the moment it is signed, and shall remain in force until fulfilment of the commitments undertaken by each of the parties. Whichever the case, the duration of this agreement shall not exceed four years, notwithstanding the possibility of extensions in accordance with the provisions established in Article 49 of Law 40/2015 of 1st October on the Legal Regime of the Public Sector.



Four: Financial contribution.

In view of the aforementioned objectives in the previous clauses, and in line with the conditions under which this agreement is signed, the co-financing conditions to be fulfilled by the company are as follows:

1. Payment in favour of the University will be carried out by bank transfer to the account number IBAN ES83 0049 6660 7024 1602 6835.
2. The amount to transfer in each annual payment will be the result of applying the co-financing percentage committed by the company to the contract costs in the relevant year, on the basis of the full cost estimate provided in Annex III "Co-financing Commitment".
3. The first payment, for the amount of [...] Euros, must be made within the ten (10) days following the signing of this business collaboration agreement.
4. The second payment, for the amount of [...] Euros, must be made three months before the end of the first year of the contract.
5. The third payment, for the amount of [...] Euros, must be made three months before the end of the second year of the contract.
6. The fourth payment, for the amount of [...] Euros, must be made three months before the end of the third year of the contract.

The University of Murcia will issue a certificate accrediting reception of the contribution made in the year by [entity].

Five: Dissemination of participation by [entity].

Dissemination of participation by [entity] in the described activities will be in accordance with the relevant applicable provisions in cases of business collaboration agreements regulated under article 25 and concordant of Law 49/2002 of 23rd December, on the Fiscal Regime of Non-Profit Entities and Fiscal Incentives for Patronage.

Six: Intellectual & industrial property.

The clauses contained in this agreement do not entail cession or transfer of any intellectual or industrial property rights pertaining to either of the parties.

Any applications for industrial property rights stemming from the collaboration arising out of this agreement will be submitted by the University of Murcia or by [entity], as per the agreement between both institutions. The costs and benefits/profits stemming from the said industrial property will be the subject matter of a specific agreement in each case, taking into account the sources of research funding, the filiation of the researcher(s) who have taken part, the degree of participation by each one of them, the ownership of the facilities and equipment, and any other relevant circumstances.

In the event of a lack of agreement, the agreement Monitoring Committee shall settle the matter.

Any unauthorised use or use for any other purpose than established in this agreement, by either of the parties, or the use of any distinctive symbols or marks by the other shall be cause of termination of this agreement, regardless of any further action pertaining to the party suffering damages.

Seven: Confidentiality.

Both entities guarantee the confidentiality of any inventions and all information related to the research carried out, which must not be disclosed to third parties or used for any purposes other than those provided for in this agreement.



In particular, and in line with the demand for the originality of doctoral theses, the parties must refrain from any dissemination that could be damaging to the ongoing thesis.

This non-disclosure obligation will not be applicable in the following cases:

1. If disclosure is imposed through a court order in relation to public co-financing of the activity.
2. If the said information is already known by the party receiving it, or by the general public due to causes not attributable to the recipient.
3. If the said information had been legally developed or obtained from independent sources by the recipient's employees who have not had access or prior knowledge to the confidential information.

This non-disclosure obligation shall only end through a court or administrative order and must be observed by the parties in accordance with the provisions established therein, regardless of the right of the parties to request measures to be taken to ensure fulfilment of the said requirements while ensuring the confidentiality of the requested information.

Eight: Data Protection.

The regulations on personal data protection, and also the practices and instructions that both parties implement in regard to this matter shall be applicable to the fulfilment of this agreement.

Nine. Monitoring Committee.

Follow-up, monitoring and control of compliance with the agreement and the commitments acquired by the signatories shall be carried out by the Monitoring Committee, which will consist of two representatives of each of the parties. The said Monitoring Committee will settle any conflicts that may arise concerning the interpretation and fulfilment of this agreement.

The Monitoring Committee shall meet on request by either of the parties.

It must act in line with the provisions established for joint bodies in Subsection 1 of Section 3 of Chapter II of the preliminary title of Law 40/2015 of 1st October, on the Legal Regime of the Public Sector.

Ten: Cancellation.

Cancellation of this agreement will be governed by the provisions established in Articles 51 and 52 of Law 40/2015 of 1st October, on the Legal Regime of the Public Sector.

Eleven: Jurisdiction and competence

To set the foregoing on record, the parties sign duplicate copies of this agreement in the place and on the date previously stated.

FOR THE UNIVERSITY OF MURCIA

FOR [ENTITY]

José Luján Alcaraz

[...]



ANNEX V

WEIGHTING COEFFICIENTS

["GRADO" REFERS TO A BACHELOR'S DEGREES AFTER THE BOLOGNA PROCESS]

["LICENCIADO" REFERS TO A BACHELOR'S DEGREES BEFORE THE BOLOGNA PROCESS]

Order	Branch of knowledge	Qualification	Code	COEFFICIENT
1	Arts and Humanities	GRADO EN FILOLOGÍA CLÁSICA (CLASSICAL PHILOLOGY)	216	0,934
2	Art and Humanistas	GRADO EN TRADUCCIÓN E INTERPRETACIÓN (TRANSLATION AND INTERPRETING)	244	0.927
3	Art and Humanities	LICENCIADO EN TRADUCCIÓN E INTERPRETACIÓN (INGLÉS) (TRANSLATION AND INTERPRETING - ENGLISH)	158	0.921
4	Art and Humanities	GRADO EN ESTUDIOS INGLESES (ENGLISH STUDIES)	213	0.920
5	Art and Humanities	GRADO EN LENGUA Y LITERATURA ESPAÑOLAS (SPANISH LANGUAGE AND LITERATURE)	207	0.918
6	Art and Humanities	GRADO EN FILOSOFÍA (PHILOSOFY)	212	0,914
7	Art and Humanities	GRADO EN TRADUCCIÓN E INTERPRETACIÓN (TRANSLATION AND INTERPRETING)	262	0.910
8	Art and Humanities	GRADO EN TRADUCCIÓN E INTERPRETACIÓN (TRANSLATION AND INTERPRETING)	248	0.898
9	Art and Humanities	LICENCIADO EN TRADUCCIÓN E INTERPRETACIÓN. (FRANCÉS) (TRANSLATION AND INTERPRETING FRENCH)	161	0.896
10	Art and Humanities	LICENCIADO EN FILOLOGÍA INGLESA (ENGLISH PHILOLOGY)	091	0,895
11	Art and Humanities	LICENCIADO EN FILOLOGÍA CLÁSICA (CLASSICAL PHILOLOGY)	093	0,894
12	Art and Humanities	GRADO EN HISTORIA (HISTORY)	211	0,887
13	Art and Humanities	LICENCIADO EN FILOLOGÍA HISPÁNICA (HISPANIC PHILOLOGY)	094	0,879
14	Art and Humanities	LICENCIADO EN FILOLOGÍA FRANCESA (FRENCH PHILOLOGY)	092	0,878
15	Art and Humanities	LICENCIADO EN HISTORIA (HISTORY)	095	0,871
16	Art and Humanities	LICENCIADO EN BELLAS ARTES (FINE ARTS)	148	0,867



17	Art and Humanities	GRADO EN HISTORIA DEL ARTE (HISTORY OF ART)	208	0,862
18	Art and Humanities	LICENCIADO EN HISTORIA DEL ARTE (HISTORY OF ART)	096	0,847
19	Art and Humanities	LICENCIADO EN FILOSOFÍA (PHILOSOPHY)	087	0,842
20	Art and Humanities	GRADO EN ESTUDIOS FRANCESES (FRENCH STUDIES)	243	0,838
21	Art and Humanities	LICENCIADO EN GEOGRAFÍA (GEOGRAPHY)	097	0,834
22	Art and Humanities	GRADO EN BELLAS ARTES (FINE ARTS)	209	0,831
23	Art and Humanities	GRADO EN GEOGRAFIA Y ORDENACION DEL TERRITORIO (GEOGRAPHY AND TERRITORIAL PLANNING)	210	0,815
24	Sciences	GRADO EN FÍSICA (PHYSICS)	233	1,000
25	Sciences	GRADO EN MATEMÁTICAS (MATHEMATICS)	214	0,998
26	Sciences	LICENCIADO EN FÍSICA (PHYSICS)	146	0,947
27	Sciences	GRADO EN BIOLOGÍA (BIOLOGY)	220	0,938
28	Sciences	LICENCIADO EN MATEMÁTICAS (MATHS)	025	0,938
29	Sciences	LICENCIADO EN QUÍMICA (CHEMISTRY)	024	0,926
30	Sciences	GRADO EN QUÍMICA (CHEMISTRY)	215	0,924
31	Sciences	GRADO EN BIOTECNOLOGÍA (BIOTECHNOLOGY)	200	0,920
32	Sciences	GRADO EN BIOQUÍMICA (BIOCHEMISTRY)	218	0,918
33	Sciences	LICENCIADO EN BIOLOGÍA (BIOLOGY)	131	0,917

Order	Branch of knowledge	Qualification	INDEX	COEFFICIENT
34	Sciences	LICENCIADO EN CIENCIAS AMBIENTALES (ENVIRONMENTAL SCIENCES)	145	0,911
35	Sciences	DIPLOMADO EN ÓPTICA Y OPTOMETRÍA (OPTICS AND OPTOMETRY)	022	0,900
36	Sciences	GRADO EN CIENCIA Y TECNOLOGÍA DE LOS ALIMENTOS (FOOD SCIENCE AND TECHNOLOGY)	217	0,891
37	Sciences	GRADO EN CIENCIAS AMBIENTALES (ENVIRONMENTAL SCIENCES)	219	0,889



38	Health Sciences	LICENCIADO EN MEDICINA (MEDICINE)	149	0,951
39	Health Sciences	GRADO EN MEDICINA (MEDICINE)	250	0,949
40	Health Sciences	GRADO EN VETERINARIA (VETERINARY)	241	0,945
41	Health Sciences	LICENCIADO EN ODONTOLOGÍA (DENTISTRY)	037	0,942
42	Health Sciences	GRADO EN ODONTOLOGÍA (DENTISTRY)	202	0,941
43	Health Sciences	LICENCIADO EN VETERINARIA (VETERINARY SCIENCE)	042	0,936
44	Health Sciences	GRADO EN FARMACIA (PHARMACY)	245	0,935
45	Health Sciences	DIPLOMADO EN FISIOTERAPIA (DIPLOMA IN PHYSIOTHERAPY)	038	0,926
46	Health Sciences	GRADO EN PSICOLOGÍA (PSYCHOLOGY)	203	0,916
47	Health Sciences	GRADO EN FISIOTERAPIA (PHYSIOTHERAPY)	240	0,910
48	Health Sciences	DIPLOMADO EN ENFERMERÍA (DIPLOMA IN NURSING)	039	0,903
49	Health Sciences	DIPLOMADO EN ENFERMERÍA (E.U. ADSCR. C.A.) (DIPLOMA IN NURSING)	040	0,901
50	Health Sciences	GRADO EN ENFERMERÍA (MURCIA) (NURSING (MURCIA))	237	0,892
51	Health Sciences	GRADO EN ENFERMERÍA (CARTAGENA) (NURSING (CARTAGENA))	238	0,885
52	Health Sciences	GRADO EN NUTRICIÓN HUMANA Y DIETÉTICA (HUMAN NUTRITION AND DIETETICS)	256	0,884
53	Health Sciences	GRADO EN LOGOPEDIA (SPEECH THERAPY)	204	0,864
54	Health Sciences	DIPLOMADO EN LOGOPEDIA (SPEECH THERAPY)	163	0,862
55	Health Sciences	GRADO EN ÓPTICA Y OPTOMETRÍA (OPTICS AND OPTOMETRY)	205	0,857
56	Health Sciences	GRADO EN ENFERMERÍA (LORCA) (NURSING (LORCA))	253	0,854



57	Social and Legal Sciences	DIPLOMADO EN CIENCIAS EMPRESARIALES (DIPLOMA IN BUSINESS SCIENCES)	058	0,949
58	Social and Legal Sciences	LICENCIADO EN ADMINISTRACIÓN Y DIRECCIÓN DE EMPRESAS (BUSINESS ADMINISTRATION AND MANAGEMENT)	055	0,940
59	Social and Legal Sciences	GRADO EN MARKETING (MARKETING)	252	0,934
60	Social and Legal Sciences	GRADO EN ADMINISTRACIÓN Y DIRECCIÓN DE EMPRESAS (BUSINESS ADMINISTRATION AND MANAGEMENT)	231	0,932
61	Social and Legal Sciences	LICENCIADO EN ECONOMÍA (ECONOMICS)	054	0,932
62	Social and Legal Sciences	GRADO EN EDUCACIÓN PRIMARIA (ISEN CARTAGENA) (PRIMARY EDUCATION(CARTAGENA))	255	0,931
63	Social and Legal Sciences	GRADO EN ECONOMÍA (ECONOMICS)	229	0,925
64	Social and Legal Sciences	LICENCIADO EN DERECHO (LAW)	071	0,924
65	Social and Legal Sciences	GRADO EN CIENCIA POLÍTICA Y GESTIÓN PÚBLICA (POLITICAL SCIENCES AND PUBLIC MANAGEMENT)	228	0,915
66	Social and Legal Sciences	DIPLOMADO EN TURISMO (DIPLOMA IN TOURISM)	135	0,910
67	Social and Legal Sciences	DIPLOMADO EN GESTIÓN Y ADMINISTRACIÓN PÚBLICA (DIPLOMA IN PUBLIC ADMINISTRATION AND MANAGEMENT)	072	0,909
68	Social and Legal Sciences	GRADO EN CIENCIAS DE LA ACTIVIDAD FÍSICA Y DEL DEPORTE (PHYSICAL ACTIVITY AND SPORT)	239	0,904
69	Social and Legal Sciences	LICENCIADO EN DOCUMENTACIÓN (DOCUMENTATION)	137	0,903
70	Social and Legal Sciences	DIPLOMADO EN RELACIONES LABORALES (DIPLOMA IN LABOUR RELATIONS)	132	0,900
71	Social and Legal Sciences	MAESTRO. ESPECIALIDAD DE LENGUA EXTRANJERA (MASTER SPECIALITY IN FOREIGN LANGUAGE)	115	0,900
72	Social and Legal Sciences	DIPLOMADO EN TRABAJO SOCIAL (DIPLOMA IN SOCIAL WORK)	226	0,899
73	Social and Legal Sciences	LICENCIADO EN PSICOLOGÍA (PSYCHOLOGY)	159	0,899
74	Social and Legal Sciences	GRADO EN COMUNICACIÓN AUDIOVISUAL	201	0,898



		(AUDIOVISUAL COMMUNICATION)		
75	Social and Legal Sciences	GRADO EN CRIMINOLOGÍA (CRIMINOLOGY)	222	0,893
76	Social and Legal Sciences	DIPLOMADO EN TRABAJO SOCIAL (SOCIAL WORK)	060	0,889
77	Social and Legal Sciences	GRADO EN RELACIONES LABORALES Y RECURSOS HUMANOS (MURCIA) (LABOUR RELATIONS AND HUMAN RESOURCES (MURCIA))	234	0,889
78	Social and Legal Sciences	LICENCIADO EN CIENCIAS POLÍTICAS Y DE LA ADMINISTRACIÓN (POLITICAL SCIENCES AND PUBLIC ADMINISTRATION)	144	0,888
79	Social and Legal Sciences	MAESTRO: ESPECIALIDAD DE EDUCACIÓN PRIMARIA (MASTER SPECIALITY IN PRIMARY EDUCATION)	114	0,887
80	Social and Legal Sciences	GRADO EN PERIODISMO (JOURNALISM)	236	0,886
81	Social and Legal Sciences	GRADO EN PUBLICIDAD Y RELACIONES PÚBLICAS (PUBLICITY AND PUBLIC RELATIONS)	227	0,884
82	Social and Legal Sciences	GRADO EN SOCIOLOGÍA (SOCIOLOGY)	259	0,884
83	Social and Legal Sciences	GRADO EN DERECHO (LAW)	230	0,883
84	Social and Legal Sciences	GRADO EN EDUCACIÓN INFANTIL (CARTAGENA) (INFANT EDUCATION (CARTAGENA))	242	0,879
85	Social and Legal Sciences	DIPLOMADO EN BIBLIOTECONOMÍA Y DOCUMENTACION (DIPLOMA IN LIBRARIANSHIP AND DOCUMENTATION)	090	0,875
86	Social and Legal Sciences	MAESTRO: ESPECIALIDAD DE EDUCACIÓN INFANTIL (MASTER SPECIALITY IN INFANT EDUCATION)	113	0,875
87	Social and Legal Sciences	LICENCIADO EN CIENCIAS DE LA ACTIVIDAD FÍSICA Y DEL DEPORTE (PHYSICAL ACTIVITY AND SPORT)	162	0,874
88	Social and Legal Sciences	MAESTRO: ESPECIALIDAD DE EDUCACIÓN FÍSICA (MASTER SPECIALITY IN PHYSICAL EDUCATION)	116	0,873
89	Social and Legal Sciences	GRADO EN RELACIONES LABORALES Y RECURSOS HUMANOS (MURCIA) (LABOUR RELATIONS AND HUMAN RESOURCES (MURCIA))	261	0,866



90	Social and Legal Sciences	GRADO EN INFORMACIÓN Y DOCUMENTACIÓN (INFORMATION AND DOCUMENTATION)	235	0,866
91	Social and Legal Sciences	MAESTRO: ESPECIALIDAD DE EDUCACIÓN ESPECIAL (MASTER SPECIALITY IN SPECIAL NEEDS EDUCATION)	118	0,866
92	Social and Legal Sciences	MAESTRO: ESPECIALIDAD DE EDUCACIÓN MUSICAL (MASTER SPECIALITY IN MUSIC EDUCATION)	117	0,865
93	Social and Legal Sciences	DIPLOMADO EN RELACIONES LABORALES (CARTAGENA) (DIPLOMA IN LABOUR RELATIONS (CARTAGENA))	155	0,863
94	Social and Legal Sciences	DIPLOMADO EN EDUCACIÓN SOCIAL (DIPLOMA IN SOCIAL EDUCATION)	147	0,862
95	Social and Legal Sciences	GRADO EN RELACIONES LABORALES Y RECURSOS HUMANOS (CARTAGENA) (LABOUR RELATIONS AND HUMAN RESOURCES (CARTAGENA))	224	0,858
96	Social and Legal Sciences	GRADO EN PEDAGOGÍA (PEDAGOGY)	232	0,856
97	Social and Legal Sciences	GRADO EN EDUCACIÓN PRIMARIA (PRIMARY EDUCATION)	206	0,853
98	Social and Legal Sciences	LICENCIADO EN PEDAGOGÍA (PEDAGOGY)	120	0,852
99	Social and Legal Sciences	GRADO EN EDUCACIÓN INFANTIL (INFANT EDUCATION)	223	0,850
100	Social and Legal Sciences	GRADO EN EDUCACIÓN SOCIAL (SOCIAL EDUCATION)	225	0,843
101	Social and Legal Sciences	GRADO EN SEGURIDAD (SECURITY)	260	0,836
102	Social and Legal Sciences	GRADO EN TURISMO (TOURISM)	247	0,800
103	Engineering and Architecture	GRADO EN INGENIERÍA QUÍMICA (CHEMICAL ENGINEERING)	246	0,950
104	Engineering and Architecture	INGENIERO TÉCNICO EN INFORMÁTICO DE GESTIÓN ((MANAGEMENT IT ENGINEERING)	014	0,933
105	Engineering and Architecture	INGENIERO TÉCNICO EN INFORMÁTICA DE SISTEMAS (IT SYSTEMS ENGINEERING)	015	0,930
106	Engineering and Architecture	INGENIERO EN INFORMÁTICA (IT ENGINEERING)	140	0,928
107	Engineering and Architecture	INGENIERO QUÍMICO (CHEMICAL ENGINEERING)	023	0,928
108	Engineering and Architecture	GRADO EN INGENIERÍA INFORMÁTICA (IT ENGINEERING)	221	0,920