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CANDIDATE TO RECTOR

New Challenges
keeping the momentum

PROPOSALS FOR

**Teaching and
Research Staff**



Universidad de Oviedo
Universidá d'Uviéu
University of Oviedo



1. We will continue to promote and stabilise accredited teaching staff, maintaining the clear, well-defined criteria that we have agreed with staff representatives and the university community.
2. We will drive forward the rejuvenation of the faculty by recruiting Assistant Lecturers or equivalent profiles that may emerge from future standards. We will improve the working conditions for the figure of Associate Lecturer and continue to seek their promotion via access to teaching bodies.
3. We will invite applications for permanent teaching positions for Assistant Lecturers as well as others that may be created, as and when they are accredited. We will guarantee access to accredited Associate Lecturers under these calls for applications for permanent positions.
4. We will continue to ensure the stability of Teaching and Research Staff, through programmes of excellence (Ramón y Cajal, Beatriz Galindo, Sara Borrell, Miguel Servet, ERC and the other excellence programmes) via the I3 and general accreditation quota.
5. We will put in place a special plan to enable teaching staff aged over 60 to progressively reduce their teaching activity, at the rate of 1 ECTS/year, until they reach age 70. These staff may voluntarily undertake mentoring for younger teaching staff.
6. Working together with the government of the Principality of Asturias, we will regulate the role of Contracted Lecturer and Assistant Lecturer bound to Health Sciences in order to promote academic careers and a generational handing over of Health Sciences teaching staff. We will set up an administrative unit in the HUCA teaching area (Asturias Central University Hospital) to facilitate the management of teaching staff.
7. We will maintain the teaching collaboration programme to enable teaching experience to be gained and its recognition among research staff in training and recruitment as well as to administration and services staff.
8. We will extend teaching recognition to other academic activities that take into account the overall commitment of teaching staff: participation in final-year project tribunals, coordination activities, national and international evaluation committees, teaching innovation projects, management, and participation in science outreach under programmes run by the University of Oviedo.
9. We will maintain the recognition of the six-year transfer period for financial purposes and for the purposes of teacher exemption and also extend the application of this criterion to any other type of six-year programme that may be established in the future.
10. We will support the implementation of the new six-year teaching programme by ensuring that all University of Oviedo teaching staff can have access to it. To this end, we have the full implementation of the DOCENTIA programme, currently in its pilot phase.
11. We will promote teaching innovation by financing projects, audiovisual and computer resources, reducing teaching time and encouraging small groups. We will increase methodology-update programmes and ongoing training of teaching staff, by increasing the range of topics offered and the number of places, as well as inviting co-financing of external training.
12. As an essential part of our international development strategy, we will implement bilingual options, building on reductions in teaching staff and adding teaching capacity credits to areas where bilingual credits are increased.
13. We will promote teaching staff mobility by recognising it under the Teaching Organisation Plan and continue our calls for national and international mobility as well as in companies and institutions.
14. The involvement of teachers in our entrepreneurship and transfer programmes will be viewed positively and encouraged.
15. We will increase funding for the Research Promotion Programme to 2 million euros, thereby doubling our current investment.
16. We will create administrative support units for managing research in the context of the new List of Job Posts agreed with the government of the Principality of Asturias. We will increase the number of IT procedures for research management, strengthening clusters and the European projects office, and continuing to enhance the role of FUO (the University of Oviedo Foundation) in using agile management for projects and contracts, with its two new headquarters in Gijón and Mieres and its proper integration into the Researcher's Portal.
17. We will continue to strengthen the university's technology infrastructures (Virtual Campus and MsTeams, among others) so that teaching staff can efficiently carry out their tasks either online or in hybrid contexts.
18. We will continue our decentralisation programme in regard to managing masters, doctoral and research programmes, gradually moving human and financial resources out to research centres, departments and institutes.
19. We will encourage work-life balance for teaching staff who have dependents, by offering flexible working hours and, in particular, by promoting the protection of women to eliminate gender inequality within academic activity.
20. We will continue to guarantee our teaching staff's emotional and physical wellness by raising awareness and implementing our protocol against harassment in all its forms.
21. We will defend diversity and gender equality by applying our code of ethics and updating our equality plan.