



UNIVERSITAT DE
BARCELONA

Elections for Rector 2016 Electoral Programme (summary)

màriusrubiralta

Excel·lència i Equitat



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**A team with wide-ranging vision and
experience ready to serve the UB**



**A group of people who believe in public
university as part of the common good**

***For a prestigious UB, prioritizing people, looking
optimistically to the future, and promoting quality
education, the social dimension, and intensive
and cross-disciplinary research***

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Why we are running for election

The decision to once again lead a candidature for the role of rector of the University of Barcelona (UB), duly considered over recent months, comes down to my public commitment to the university community, and a desire to put the experience gained in management at the UB and in the Catalan and Spanish university systems, in a range of positions but especially as rector during the period 2005–2008, at the service of my university.

The time has come, I believe, to again proclaim the UB's fundamental role as a leading, independent, public university. A university which seeks balance between excellence in teaching and research, the social dimension, and the defence of equity, at all levels, emphasising the value of its participatory democracy.

I present my candidacy for rector of the UB with the enthusiastic support of an excellent and capable team. The shared decision this large group of people to join a candidature in these difficult times, where there is inadequate public funding to meet the basic functions of the three missions of a public university, has not been taken lightly. Rather, it is the conscious result of an understanding that it is precisely in these times of economic, political and social difficulty that our commitment to public affairs must be declared, and that now is the time when it is most needed to step forward and defend the future of the institution.

The model of public university we want

Our conviction is that we must defend the Catalan public university as part of the common good, in order to preserve equal opportunities, the social dimension of the university, the right to higher education, democratic training and students' values, critical thinking, and quality education that allows access to the job market for graduates who are well prepared for employment.

It is worth recalling the fact that, during our lifetimes, the University of Barcelona signed the *Magna Charta Universitatum* (Bologna, 1988), which sets out the fundamental principles of the public university: institutional autonomy, academic freedom, accountability to society and the critical spirit; and these are principles and values that are contained in the UB Statute.

We would like to propose a public university model that would integrate the activities of research and teaching as inseparable principles, enriching the European humanistic tradition and reflecting the values of universal culture and knowledge.

We want a university that defends the democratizing nature of access to education, that strives to ensure quality in the face of attacks on its management that seek only to discredit public activity; a university that as a public institution claims fair funding in line with the goals of wider society defined, through the Parliament of Catalonia, by the general public.

The values driving us to stand for office

Our vision for the University of Barcelona revolves around broad, transversal principles that will shape the actions to be developed in each area of activity. The concept of the university as part of the common good provides the framework for the lines of action we have developed for the university, both internal and external.

We think of the university as having a commitment to Catalan society and to its democratic institutions, with a global as well as local perspective, and a strong international presence stemming from the economic and social base of the metropolitan region. A university that works to strengthen its capacity for leadership and collaborate actively within the Catalan university system, developing comprehensive policy based on social commitment.

Our aim is to define a university model with the core values of excellence and equity, which for us are not contradictory notions. A public university of quality that seeks scientific and teaching excellence from a social dimension, based on the principles of equal opportunities and equity of access; a university open to everyone, regardless of socio-economic standing, which does not use fees and charges as means of discrimination.

We want the UB to offer the highest possible quality of training, which would be methodologically plural and up-to-date, diversified in its objectives and addressees, consistent with the principle of life-long learning, as well as research and knowledge transfer aimed at enhancing innovation and socio-economic development.

We believe that the university can only achieve its full potential if it is able to help get the best out of everyone. This means thinking a lot about people.

We believe in a living university, that is not simply resigned to the ageing of its personnel or the routine of some of its long-standing activities, but one that offers students and staff all sorts of opportunities for personal and professional development.

Principles of governance and ideas for the future

As the governing body of the UB we would argue that:

1. The University of Barcelona must remain close to Catalan society and its democratic institutions

In the current context of economic and political crisis, we need a strong public university which will defend the socio-economic contribution it makes in its immediate environment, in particular, and in Catalonia in general.

In any advanced society, the university plays a central role in scientific, cultural, economic and social progress. The University of Barcelona takes responsibility for its role in building a better Catalonia, but should also demand recognition by the relevant political, economic and social authorities as an historical and leading university, and effective action in its undertaking. In any case, but especially at a time when the state is rethinking its legal and political status, Catalonia cannot turn its back on the universities.

2. The university leadership of the UB must be strengthened through active collaboration with the Catalan university system

From its position as the leading university in the Catalan system, and from the desire to strengthen its university leadership in Catalonia and its position at the international level, the University of Barcelona should establish a model for cooperation and collaboration with other universities within the university system.

As it stands, the University of Barcelona, for the period beginning now, needs to review its principles for cooperation and renew its offer to actively collaborate with the Catalan university system as a whole, and with public

universities in particular, and rapidly distance itself from the isolation that this long period of socio-economic crisis has ultimately imposed.

3. Excellence and equity should be the core values of the University

There is a well-documented relationship between equity of access to higher education and the function of a university to improve or advance society. For this reason, the balanced distribution of the financial cost of accessing the university is for us an essential consideration. We proclaim the university as one of the best instruments of social cohesion and development.

The ideas of excellence and equity should be present in all of our activities. Equity refers not only to access to the university. Encouraging students get the best out of themselves, identifying talent, properly dealing with differences, helping students acquire skills that will be useful for the future, both personally and professionally, and increasing the possibilities for life-long learning, acting against situations of abuse, ensuring organizational efficiency and a good working environment... all of these and many other things are elements of equity and of excellence.

4. The UB must further develop comprehensive policy based on social commitment

The UB produces high quality research, is known for its good preparation of researchers and doctors in training, and naturally plays a recognized role in the formation of many students, which translates into a large number of graduates trained in our faculties and schools. However, the institution also wants to be recognized for its activity in the realm of the social dimension. This is a stamp of approval earned over many years of incorporating new ideas and activities, and displaying the UB's commitment to social responsibility (RSU). This perspective should be integrated into training and research activities, and this must constitute one of the main lines of action for the coming years.

In addition to the abovementioned principles we also believe that:

5. Modernization of the university should be carried out with respect to the fundamental principles of a democratic university in terms of participation, transparency and good governance

The aim of our candidature is to resolutely continue the necessary modernization of the UB within the changing, global environment of contemporary higher education. We are open to dialogue with the government on how this may be achieved for Catalan public universities, provided they meet the requirements for mutual trust, and this would involve the first step of returning the current university situation to that which prevailed at the starting point of the economic crisis. We will always be aligned with positions that uphold the positive values of democratic participation in the definition of university governance and that seek to maintain of the role of the Senate, working to improve their performance.

Main objectives:

- ✓ Make effective, based on planned actions, the principles of transparency and good governance, efficacy and coordination of activities, participation and agreement.
- ✓ Increase the prestige of the University of Barcelona, in general and as a research-intensive public university.
- ✓ Act in coordination with the Catalan university system as a whole to improve the UB's profile within the Catalan state and internationally.
- ✓ Continue to modernize the UB according to the guidelines set out in the White Paper on the University of Catalonia.
- ✓ Encourage multilingualism among the members of the university community, so that they can respond to the demands of the government and to the academic and professional challenges posed by both Catalan society and the global environment, taking advantage of their respective linguistic repertoires.
- ✓ Demonstrate commitment to the use of Catalan as a scientific and academic language, guaranteeing its place as the native language of the institution and using the growing excellence and internationalization of the UB as an opportunity to promote its domestic use and external projection.

6. People are the priority. We need to recover the University's human dimension

After a long period wherein the management and financial control of the public university have occupied most of the time and effort invested, it seems right that in this new stage the UB would focus on ensuring the quality of contracts, in terms of professional careers and wellbeing in the workplace, for teachers and administrative and services staff, and on the satisfaction of students with their education and overall training.

6.1. Students are the core of the university function

Ultimately, students are the *raison d'être* of the university, which is why one of the key questions that should inspire student policy is the university's social dimension, as an essential factor for achieving equity and equal opportunities. **Students must be active participants in the learning process and in the public governance of the institution.**

Main objectives:

- ✓ Defend higher education as a right and promote a policy of fair pricing and grants based on the principles of equity, equality, ability and merit.
- ✓ Seek consensus among the Catalan university community to demand, if economic conditions improve, a return to the public pricing of before the crisis.
- ✓ Encourage the development of an egalitarian and inclusive university, ensuring access and participation for all students, and especially for those in situations of vulnerability or disadvantage.
- ✓ Boost the programme of study grants for the bkUB, and modify the current grant policy in an effort to increase quality and not just the number of beneficiaries.
- ✓ Consider the students as active subjects in both the learning process and the public governance of the University.
- ✓ Promote faculty and school initiatives aimed at enhancing employability.

- ✓ Encourage the participation of students and graduates in social projects in the wider community and in their local metropolitan area, promoting the service-learning network and actions of solidarity and cooperation.
- ✓ Maximise the impact of the Universitat saludable (“Healthy university”) programme, which promotes a healthy, inclusive and egalitarian university.
- ✓ Encourage student participation in the design of student policy through the Student Observatory and the Student Council.

6.2. Teaching and research staff (PDI), the key to public universities

We want a university with the best teachers, who can demonstrate their value and excellence in teaching and research on a daily basis, for a fair wage, and an end to the situations of insecurity that have been encroaching for some years now. As the university grows older, younger generations are struggling to find a foothold; we want a university in which generational change is planned, where teachers are awarded reasonable contracts with decent prospects for promotion to tenure. We do not want a university that takes advantage of work from underpaid partners. We wish to establish the conditions for careers in teaching and research that open horizons for people who want to dedicate their professional lives to these activities. **We want a UB that will stand up for the quality of its teaching staff and offer dignified contracts.**

Main objectives. Non-tenured teaching staff:

- ✓ Eliminate precariousness from teachers’ contracts, taking into account the credentials and seniority of each contract.
- ✓ Gradually reduce the number of precarious associate positions, dignifying the teaching and research work of all staff.
- ✓ Plan the academic careers of non-permanent teaching staff to allow for generational change; incorporating younger teachers is the basis of this change.
- ✓ Create a data map of the credentials, seniority and participation in research groups of all teaching staff.

- ✓ Plan for generational change, with recognition of the value of the teaching carried out at the university and the role of research.
- ✓ Initiate the creation of jobs postings to facilitate generational change and planning of the academic careers of younger teachers.
- ✓ Define the status of younger researchers at the UB, in terms of security, career opportunities, and sectoral needs of generational change.
- ✓ Recognise the importance of associate medical professionals and related positions, in order to take greatest advantage of healthcare resources and research in teaching and learning activities wherever possible.
- ✓ Recognise the importance of associate teachers as leading professionals, and the contribution of society to teaching.

Main objectives. Tenured lecturers and professors

- ✓ Encourage the creation of promotional university chair positions, according to the needs of faculties and schools and their departments, to provide permanent PDI who have obtained superior accreditation with legitimate aspirations.
- ✓ Revise the Plan for academic dedication (PDA), in order to adapt it to the real circumstances of teachers.
- ✓ Promote real reconciliation of the work-life balance, with the involvement of faculties and schools and their departments.
- ✓ Increase support for the presentation and management of research projects, especially those of international scope.
- ✓ Redefine support services for research to make them available and useful to all researchers across the university campuses.
- ✓ Enhance the research structures themselves based on the new strategic plan for 2017-2020.
- ✓ Stimulate multidisciplinary research and social impact.

- ✓ Assist teachers in reducing excessive bureaucracy and facilitate research and teaching work.
- ✓ Create a meeting space for retired teachers and collaborate on possible solutions for eventual dependency.

6.3. Administrative and services staff (PAS), the basis of improved university management

Our proposal is for a university that values the professionalism and devotion of its administrative and services staff to the institution. One that views training and careers with the highest level of stability possible as a form of commitment beyond basic labour relations. This is a commitment that would help modernize the university, anticipating future needs for academic support. We must work to provide adequate preparation through training. **The PAS play a fundamental role in the development of strategic policy and the consolidation of quality and academic excellence.**

Main objectives:

- ✓ Approve the plan for the gradual stabilization of PAS during the four years in office.
- ✓ Efficiently reorganise the functional and specific areas of the university's administration, eliminating any duplication of functions and powers.
- ✓ Make a firm commitment to professionalizing the organization and training of PAS: developing careers and ensuring the possibility of promotion in the workplace.
- ✓ Establish a framework of trust among the staff, union representatives and government bodies in order to develop an agreement to modernize the UB.
- ✓ Reinforce units responsible for mediation, equality and occupational health as pillars upon which to build enriching interpersonal relationships and trust.
- ✓ Improve career opportunities and strengthen the conditions for stability, promotion and better working conditions.

- ✓ Maintain an up-to-date list of job postings (RLT), as a result of the implementation of administrative and management reform, which would necessarily require the development of guidelines for evaluating jobs and mobility.
- ✓ Establish an open and transparent model of access to positions of managerial responsibility, with proposals for highly qualified training.
- ✓ Consolidate areas of collective bargaining, and consensus, with the effective participation of PAS.

The fact that there will be a massive retirement of staff from the UB in the coming years confers on us the responsibility of offering support to these people in this new stage of their lives. We would like to offer them a space for meeting and for the creation of ideas within our institution, and will be promoting the programme Guanyem l'Experiència ("Let's gain experience") at the University of Barcelona. **We support a UB that stands by its PDI and PAS after retirement.**

7. We need a modern map of educational programs, one that is flexible and diversified, associated with the highest quality teaching and guided by the concept of life-long learning

The most advanced universities, and especially those that are research-intensive, assume the extension of quality and innovation in all their activities as essential. In the area of education, this means the capacity to develop an attractive offering that is adapted to both scientific developments and social needs, to enhance innovative models for teaching and learning that encourage academic success, and to respond to the needs for life-long learning that arise in a society undergoing a process of rapid and continual change. This is the model we want to promote for our university.

Main objectives:

- ✓ Define a conceptual, functional and organizational framework which is clear and flexible and that enables us to progress with confidence along the different lines of action to be developed:

- Encourage the evolution of our offer of qualifications in accordance with major trends in the university systems and outstanding social needs.
 - Ensure the comprehensive nature of new qualifications, keeping in mind the what, how and with what resources.
 - Allow students to devise attractive training curricula, while respecting academic coherence and the characteristics of each educational level.
 - Effectively recover the concept of cycles.
- ✓ Strengthen support for the main players in the educational process: faculties and schools and their departments, teaching and support staff, and students
- ✓ Reform and enhance the quality of training programmes and of teaching and learning processes; the quality of teaching as part of the University of Barcelona brand:
 - Encourage the development of current teaching and learning models at the university in line with the promotion of active methodologies that place the emphasis on student learning.
 - Highlight the quality of the teaching provided at the university by including this in the quality assurance system and showing society that teaching is one of the pillars of the UB.
 - Develop the teaching and learning activities most relevant to the integration of graduates into the workplace.
- ✓ Raise the profile of the University of Barcelona as a global educational institution:
 - Respond to the need for life-long learning.
 - Diversify the addressees of the University of Barcelona's offer, developing the internationalization of our programmes.
 - Define and develop a stable and identifiable policy regarding continuing education.

8. Research and knowledge transfer undertaken by the University shall be directed to the social welfare and economic growth of Catalonia

The UB produces truly remarkable levels of research considering that it is a generalist university that promotes the integration of all areas of the university in its international research philosophy, and that at a budgetary level it is under-funded in relation to other European universities.

Deficits in R&D observed in some areas of knowledge have much to do with the general ageing of staff, the freezing of teaching posts (academic careers), and unstable foundations, as the personnel which would constitute generational change are in precarious situations.

One of the current challenges for the UB is to strengthen doctoral studies, as these are closely related to research and enable trainee researchers to acquire exclusive experience with a good level of internationalization and exposure to the professional sector.

In an economic system of SMEs largely distanced from research and innovation, the university must promote entrepreneurial culture across the board, and make a special effort to reach the less typical areas through social entrepreneurship.

Main objectives:

- ✓ Redefine, reinforce and streamline management structures and support for university research.
- ✓ Continue to strengthen the units and measures of support for the presentation and management of research projects, especially those of international scope.
- ✓ Strengthen UB infrastructure for the promotion of research: institutes, faculties and schools, observatories and chairs.
- ✓ Analyse the current status of research groups at the university with respect to retirements projected for 2020.
- ✓ Stimulate multidisciplinary research and social impact.
- ✓ Broaden the role of the UB's Science and Technology Centres (CCIT-UB) as engines for university research.
- ✓ Respond to the growing needs of scientific and technological services in the areas of human and social sciences.
- ✓ Implement cross-disciplinary training in ethics and integrity in research in all stages: bachelor's and postgraduate degrees and doctoral studies.

9. We need a university with an international profile, that is rooted in the local metropolitan economy and society

The internationalization of the UB, far from being fully achieved, as might be suggested by its leading position in various international rankings, is distributed very unevenly across the different faculties and schools, departments, units and groups. Internationalization is a goal that requires the implication of the entire organization and all of its groups.

Main objectives:

- ✓ Establish an internationalization plan for the University of Barcelona (2017-2020).
- ✓ Develop actions to raise the international profile.
- ✓ Develop a specific plan for Latin America and analyse new international priorities.
- ✓ Ensure that the Doctoral School (EDUB) continues to function as a meeting point between the academic world and the world of innovation.
- ✓ Improve the relationship between postgraduate and doctoral studies.
- ✓ Raise awareness of all the services and grants in support of internationalization.
- ✓ Maintain and improve international mobility for all students.
- ✓ Maintain and improve the quantity and quality of demand for international mobility among students.
- ✓ Improve the coordination of administrative units and ensure effective management of international mobility for all students.
- ✓ Promote the mobility of PDI to further the educational and/or research purposes of the university.

10. Economic policy must be rigorous, realistic and sustainable in the service of the strategic objectives of the University of Barcelona

Financial management must serve the needs of the university through the strategic planning of objectives in the short- and long-term, and not vice versa. We cannot subordinate our university mission to exclusively economic criteria, as an end in itself, but rather must use our economic policy as an essential tool in continuing to build a university of quality and social responsibility which, at the same time, will be economically sustainable. We would seek to maintain the plan for cost containment and financial sustainability initiated in the previous term, but will fight for what we believe is our right: obtaining a fair level of funding that does not degrade the university.

Main objectives:

- ✓ Negotiate a new framework for financing public universities in Catalonia that is realistic and equitable, in the context of a sustainability programme for the Catalan university system.
- ✓ Encourage other sources of complementary funding that lead to improvements in the university.
- ✓ Maintain the policy of budgetary control, adapting the budget to the new organizational reality and planning possibilities for the update of frozen costs.
- ✓ Establish an economic policy for the UB Group, and in particular the Barcelona Science Park (PCB), to ensure its financial viability and the achievement of its teaching, research and social objectives.
- ✓ Manage the heritage assets of the University of Barcelona and ensure maximum return by promoting the basic functions of the institution.

The team: candidature for rector Màrius Rubiralta

The members of the governing body accompanying the candidate for rector, Marius Rubiralta, have proven academic and professional experience and a broad level of knowledge in their respective areas of competence.

Comprising six women and eight men, the team consists of a general secretary, ten vice-rectors and three delegates for specialized areas of responsibility. The planned internal structure, which also incorporates technical experts in each area, seeks to ensure coordinated action and a systematic and transversal approach to the major issues that we have before us as a university.

The team is committed to maintaining an ethical and transparent attitude towards the university community, in accordance with the values held by our candidacy.



Rector. Dr. Màrius Rubiralta i Alcañiz



Vice-rector for Research, Dra. Marta Cascante i Serratosa (CU), Facultat de Biologia.



UB Secretary General Dra. M. Teresa Vadri Fortuny (TU), Facultat de Dret



Vice-rector for Scientific and Linguistic Policy. Dr. F. Xavier Vila i Moreno (TU), Facultat de Filologia.



Vice-rector for Economy and Organization. Dr. Josep M. Durán Cabré (professor agregat), Facultat d'Economia i Empresa.



Vice-rector for Transference, Innovation and Entrepreneurship. Dr. Xavier Testar Ymbert (TU), Facultat de Biologia.



Vice-rector for Teaching Staff. Dra. Montserrat Camps Gaset (TU), Facultat de Filologia.



Vice-rector for International Policy and Doctoral Studies. Dr. J. Miquel Rubí Capaceti (CU), Àrea de Ciències i Enginyeries, Facultat de Física.



Vice-rector for Administration and PAS. Dr. Carlos Villagrasa Alcaide (TU), Facultat de Dret.



Rector's delegate for Ethics and Integrity in Research. Dra. Itziar de Lecuona Ramirez (professora lectora), Facultat de Medicina i Ciències de la Salut.



Vice-rector for Academic Policy. Dr. Manel Viader i Junyent (TU), Facultat de Psicologia.



Rector's delegate for Strategic Coordination of Technological and Information Resources. Dr. Cristóbal Urbano Salido (TU), Facultat de Biblioteconomia i Documentació.



Vice-rector for Quality and Teaching Policy. Dra. Concepció Amat Miralles (TU), Facultat de Farmàcia i Ciències de l'Alimentació.



Rector's delegate as Commissioner for UB Scientific and Technological Centres (CCiT-UB). Dr. Daniel Navajas Navarro (CU), Facultat de Medicina i Ciències de la Salut.



Vice-rector for Student Policy, Social Dimension and Participation. Dra. Ana Ayuste González (TU), Facultat d'Educació.

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