

The recruitment process of academic staff

Data from the European Commission Eurydice Report
*Modernisation of Higher Education in Europe:
Academic Staff - 2017*



Agenda

- The Eurydice report – Key features
- Legislation regulating recruitment in HE
- Recruitment methods and obligations to make vacancies public
- Composition of the selection committee
- Equal opportunities in the recruitment process
- Role of top-level authorities in the recruitment process

The Report – Key features

35 HE systems in Europe

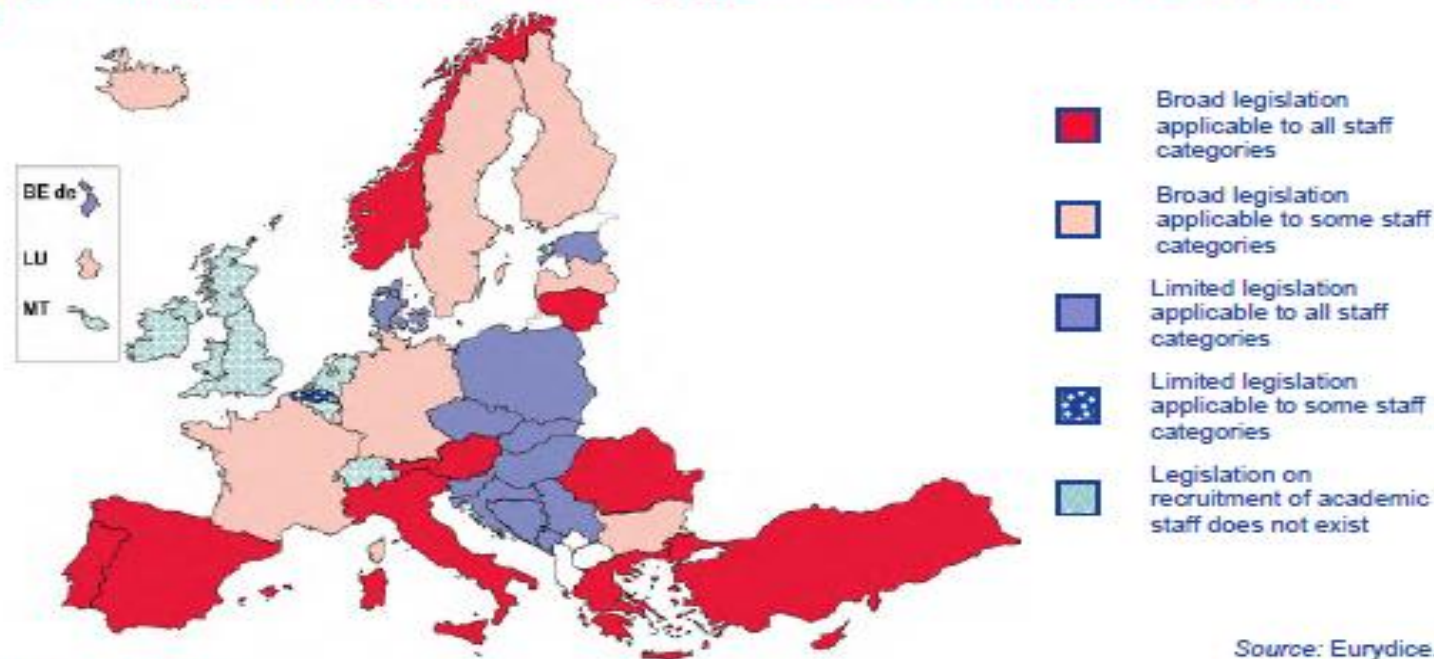
Quantitative data from Eurostat and the European Education Tertiary Register (ETER)

Focused on **academic HE staff** who are primarily responsible for teaching and/or research

Qualitative data gathered by the Eurydice Network

Legislation regulating recruitment in HE

Figure 3.1: Scope and coverage of top-level authority legislation on recruitment of academic staff, 2015/16



Explanatory notes

Broad legislation indicates that regulations cover the recruitment method (see the Glossary) and aspects of the recruitment process. Limited legislation indicates that regulations cover only the recruitment method. The figure relates to specific top-level authority legislation on recruitment of academic staff. The figure does not consider general employment legislation that may still apply, such as for example laws aiming at ensuring equal opportunities. In countries where regulation covers all categories, staff employed on very short term contracts might still be recruited outside the main regulated framework and follow general employment legislation.

Scope and coverage of legislation on the recruitment of academic staff

- Three quarters of European HE systems **have in place top-level authority legislation** governing recruitment of some or all academic staff
- In the remaining quarter recruitment is not regulated by the top-level authority and HE **institutions have full autonomy**

Scope and coverage of legislation on the recruitment of academic staff

- 13 HE systems have **limited legislation** in the area of academic staffing
- In 16 HE systems, legislation by top-level authorities has a **broader scope**, regulating both the way vacancies should be filled, and parts of the process. How broad legislation is, however, can differ from one country to the other

Typology of recruitment methods

- In Europe, the most common recruitment method involves a **selection process of candidates responding to a public vacancy**
 - a recruitment method usually governed by the institution recruiting
- France is the only country reporting **open competitions** (i.e. national competitions) as a common recruitment method
- The process can also take place through **career advancement or promotion**

Obligations to make vacancies public

Figure 3.2: Existence of top-level authority requirements to make vacancies public, 2015/16



Explanatory notes

The figure refers to specific top-level authority legislation on recruitment in higher education institutions. In systems where the requirement is extended to all staff categories, exceptions may exist for specific situations, such as very short term contracts.

Country-specific notes

Belgium (BE fr): The figure refers to universities. For the *Hautes Écoles* and arts colleges, there is an obligation to publish vacancies on the Belgian Official Journal (*Le Moniteur Belge*). Similarly, there are top-level authority regulations on appeal procedures and ratification of the appointment (see Section 3.5: Recruitment management).

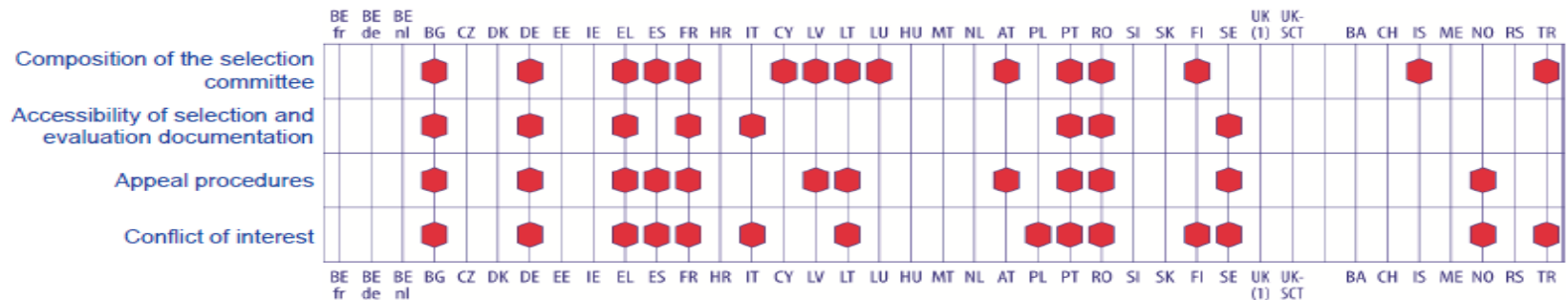
Switzerland: The two federal institutes of technology (ETH in Zurich and EPF in Lausanne), which are federally run higher education institutions, have an obligation to publish their vacancies.

Obligations to make vacancies public

- Overall, in 31 HE systems, legislation requires **vacancies to be made public**
 - In two-thirds of them this is **applicable to all staff categories**
 - In one-third of them it applies **only to some staff categories or types of contracts**
- Some countries also require the use of specific official and formal means

Existence of top-level authority regulations

Figure 3.3: Existence of top-level authority regulations in selected aspects of academic staff recruitment, 2015/16



Source: Eurydice.

UK (1) = UK-ENG/WLS/NIR

Explanatory notes

The data refers to the most common recruitment methods described in Section 3.2.1

Country-specific notes

Belgium (BE fr): The figure refers to universities. For the *Hautes Écoles* and arts colleges, there are top-level authority regulations on appeal procedures and ratification of the appointment (see Section 3.5: Recruitment management)

Denmark: The figure refers to universities. University Colleges, Academies of Professional Higher Education and Maritime Education Institutions can have additional regulations on various aspects of the recruitment process.

Ireland: The figure refers to universities. Specific legislation related to the Institutes of Technology regulates the composition of the selection committees.

Spain: Regulations on the composition of the selection committees and appeal procedures by the national competent authority apply only to the recruitment of career civil servants. Regulations on conflict of interest and equal opportunities apply to all staff.

Malta: The data refers to the University of Malta (UOM) and the Malta College for Arts Science and Technology (MCAST). The top-level authority regulates the composition of the selection committees at the Institute for Tourism Studies (ITS) and a representative of the competent ministry sits on the panel.

Austria: The data refers to legislation at federal level.

Three main patterns

- 19 HE systems do not regulate any aspect of the recruitment process
 - HE institutions have full autonomy
- In 6 HE systems every aspect under scrutiny is regulated by top level authorities
- 13 HE systems fall in between the first two

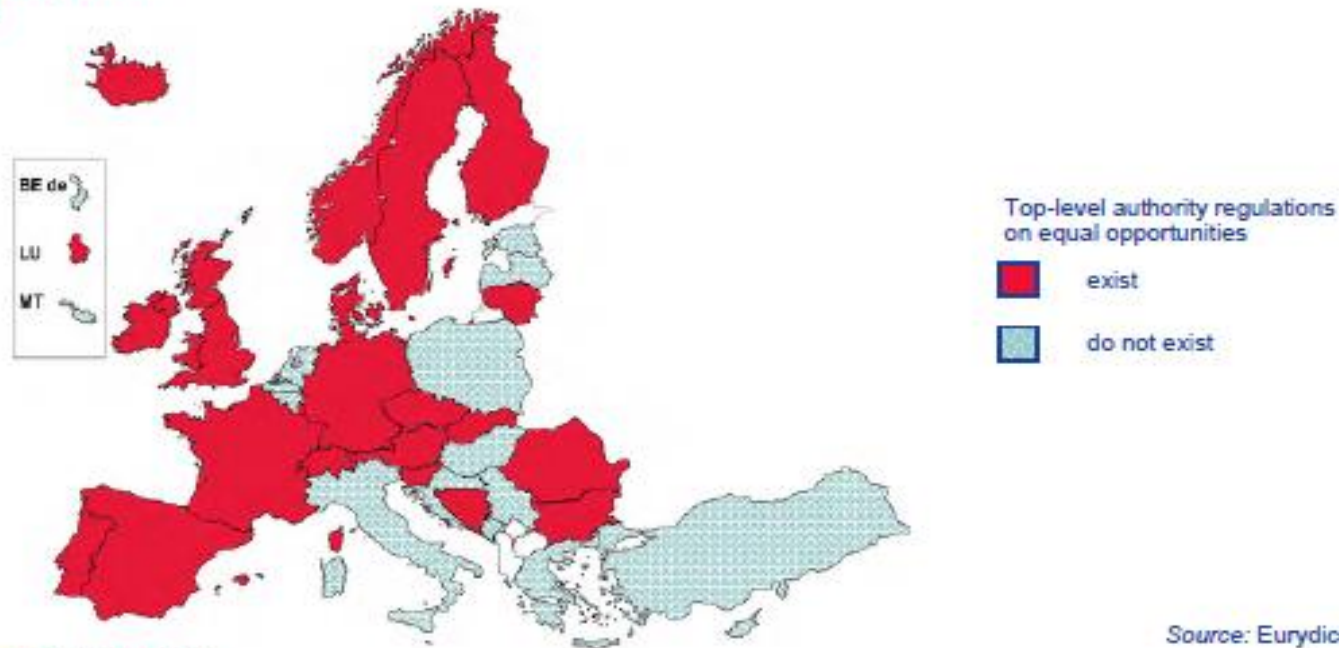
The **level of autonomy** of higher education institutions **varies enormously**

Comparative analysis of single aspects

- The **most regulated aspect** is the composition of the **selection committee**, closely followed by legislation on conflict of interest
- The **least regulated** one appears to be **accessibility to the selection and evaluation documentation**

Equal opportunities in the recruitment process

Figure 3.4: Existence of top-level authority regulations on equal opportunities affecting recruitment of academic staff, 2015/16



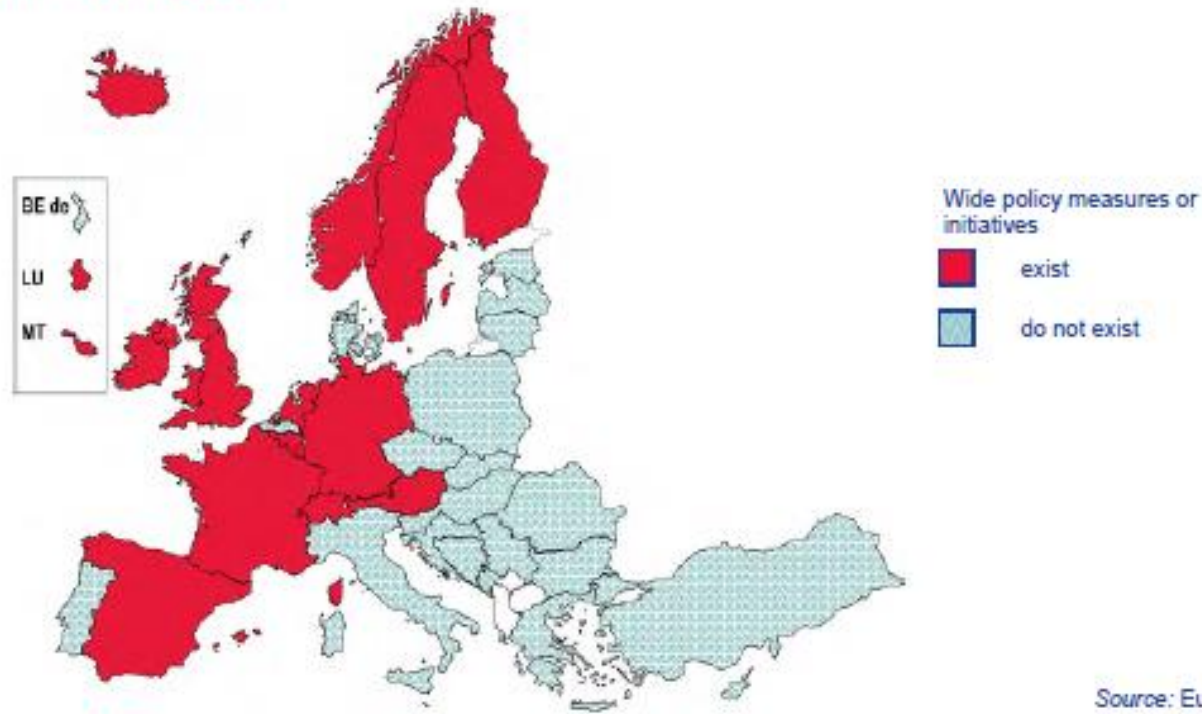
Explanatory notes

The figure shows both general and higher education-specific top-level authority legislation on equal opportunities affecting recruitment of academic staff.

Source: Eurydice.

Equal opportunities and gender differences

Figure 3.6: Existence of wide policy measures or initiatives aimed at preventing or limiting gender differences in academic ranks, 2015/16

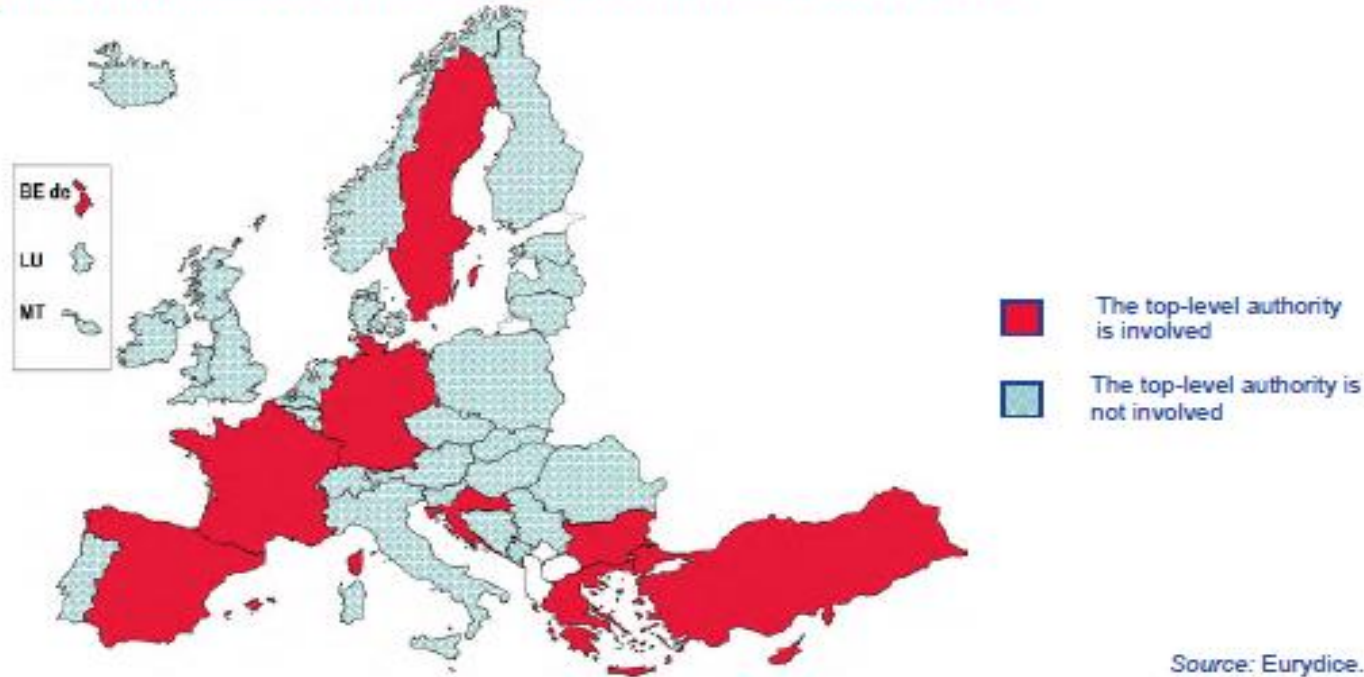


Commonalities in terms of **setting targets or introducing a gender perspective** in the recruitment process

- ensuring that selection committees are composed of both genders
- establishing minimum shares of recruited staff for each gender
- incentivising gender balance in academia without prescriptive targets
- a group of countries (Ireland, Sweden, the United Kingdom and Switzerland) have policy measures

Recruitment management

Figure 3.7: Involvement of the top-level authority in the recruitment process, 2015/16



Explanatory notes

Involvement is considered here as direct participation of a representative of the top-level authority in the recruitment process, or the issuing of administrative acts that initiate the process or ratify the results.

Recruitment management

- The direct intervention of top-level authorities in the recruitment process is a rare phenomenon
- In 10 HE systems **top-level authorities play an active role in the management of the recruitment process.** Top-level authorities can
 - ratify the results or officially appoint academic staff
 - initiate the recruitment process
 - manage appeals
 - join the recruitment panels
- In some systems, participation in the recruitment process by top-level authorities is indirect