

UNIVERSIDADE DE LISBOA
FACULDADE DE BELAS-ARTES

PUBLIC NOTICE

Notice is hereby given that the Faculty of Fine Arts of the University of Lisbon (hereinafter referred to as FBAUL), for a period of 30 working days from the working day following that of the publication of this Notice in the *Diário da República*, is holding an internal documentary competition for promotion, in the modality of a contract of employment in public functions, to 1 (one) vacancy for Associate Professor, in the disciplinary area of Fine Arts – Painting, in the Department of Painting, of the Faculty of Fine Arts of the University of Lisbon, to be carried out under the terms of the provisions of article 2 of Decree-Law n.º 112/2021, of December 14, which approves the system of internal competitions for promotion to intermediate and top categories in the teaching careers in higher education and in the scientific research career and, suppletively, in articles 38 and following of the University Teaching Career Statute, republished by Decree-Law no. 205/2009, of August 31 and altered by Law no. 8/2010, of May 13. No. 8/2010, of May 13 (abbreviated as ECDU), and other applicable legislation, namely the General Regulations for Competitions for Recruitment of Full, Associate and Assistant Professors at the University of Lisbon, approved by Rectorial Decision of February 16, 2015 and published in *Diário da República*, 2nd Series, No. 45, by Order No. 2307/2015, of March 5 (abbreviated as Regulations).

The joint dispatch no. 373/2000, of March 31, from the Minister of State Reform and Public Administration and the Minister for Equality, determines that it is obligatory to mention the following in the entrance and access competitions:

"In compliance with paragraph h) of Article 9 of the Constitution, the Public Administration, as an employer, shall actively promote a policy of equal opportunities for men and women in access to employment and professional advancement, taking scrupulous care to avoid any and all forms of discrimination." In this sense, the terms 'candidate', 'recruited', 'professor' and other similar ones are not used in this edict to refer to the gender of people.

Likewise, no candidate may be privileged, benefited, prejudiced, or deprived of any right or exempted from any duty on the basis of ancestry, age, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions, or trade union membership.

In accordance with Decree-Law 112/2021, of December 14, and articles 38 and following of ECDU, and other applicable legislation, and with the provisions of article 8 of the Regulations, the following will be observed:

I. Authorization Order from the Rector

The opening of this tender was authorized by the Rector of the University of Lisbon's Dispatch of June 14, 2023, issued after verification of the assumptions set out in article 2 of Decree-Law no. 112/2021, of December 14, as well as after confirmation of the existence of adequate budget allocation and that the posts now open to competition are provided for and not occupied in the teaching staff map of the Faculty of Fine Arts.

II. Workplace

Faculty of Fine Arts, University of Lisbon

Largo da Academia Nacional de Belas-Artes

1249-058 Lisbon, Portugal

III. Requirements for admission to the competition

A) Interested parties who meet all of the following requirements may apply:

III.1 - According to article 41 of ECDU, only those who hold a PhD degree awarded more than five years prior to the closing date for applications may be admitted to the present competition.

III.2 - Holders of academic degrees awarded by foreign higher education institutions must hold the recognition of the doctoral degree pursuant to Decree Law No. 66/2018, of August 16, by the deadline for applications.

III.3 - In accordance with number 2 of article 2 of Decree Law no. 112/2021, of December 14, professors with indefinite contracts with the Faculty of Fine Arts of the University of Lisbon, even if the respective trial period has not yet ended, and who belong to the staff map of the Faculty of Fine Arts, may apply for promotion in the present competition.

B) Instruction:

III.4 - Failure to submit any of the documents that must accompany the application, within the deadline and under the terms indicated in Chapters VIII and IX of the present announcement, determines its non-admission, which shall be subject to analysis and decision by the President of the Faculty of Fine Arts prior to the Jury's deliberation on absolute merit.

III.5 - The provisions of Chapter VI of the Regulation apply with regard to proof and compliance with the requirements for admission and exclusion of candidates.

IV. Requirements for assessment in absolute merit

IV.1 - As provided for in nos. 4 and 5 of article 2 of Decree-Law no. 112/2021, of December 14, the assessment in absolute merit of the candidates depends on the fulfillment of the following requirements, of a qualitative and quantitative nature:

A. Scientific Performance

1. *Curriculum vitae* appropriate to the exercise of teaching functions in the disciplinary area in which the competition is open;
2. Publication and/or exhibition (scientific, artistic and/or in design) of works in the last 5 years that contribute to the development of the disciplinary area in which the competition is open;
3. The coordination of projects (scientific, artistic and/or design) in the disciplinary area in which the competition is open;

B. Pedagogical Capacity

1. Teaching in the Department or in the disciplinary area in which the competition is open;
2. The teaching of course units specific to the course(s) offered by the Department in at least two study cycles;
3. Completed doctoral and master's degrees in the disciplinary area in which the competition is open.

C. Performance in other activities relevant to the mission of the higher education institution

1. Participation and performance of positions in management bodies of higher education institutions and their organic units (e.g., School Council, Presidency, Scientific Council, Pedagogical Council), in Departments (coordination of cycle or direction of Departments) and research units.

IV.2 - A candidate is considered to have been admitted on absolute merit if approved by an absolute majority of the voting members of the jury, in a justified roll call vote, in which abstentions are not allowed.

V. Evaluation and seriation parameters in relative merit, respective weighting and final evaluation system

Once the successful candidates have been identified in absolute merit they will be evaluated and ranked in relative merit. The selection method is that of curricular assessment, as provided for on the no.6 of the article 50 of ECDU, and in no. 4 of the article 5 and article 11 of the Regulations

and in the seriation parameters, respective weighting and final assessment system indicated in this announcement.

Each Jury member's assessment of the relative merit of the candidates to the seriation will be based on the weighted sum of the scores assigned to the evaluation parameters, on a scale of 0-100 (0 being the minimum and 100 the maximum) or converted to a scale of 0-20 (0 being the minimum and 20 the maximum).

The curriculum of candidates admitted with absolute merit will be evaluated in the following areas: scientific performance, pedagogical capacity, and other activities relevant to the mission of the higher education institution that have been developed by the candidate, compatible with the disciplinary area in which the competition is open, and appropriate to the category of Associate Professor, as well as the Scientific-Pedagogical Project presented by the candidate, giving particular importance to the relevance, quality, and timeliness of the candidate's *curriculum vitae* and the most relevant academic contributions with the greatest impact selected by the candidate and identified in the *curriculum vitae*.

The seriation strands are assigned the following overall weighting distribution:

- A. Scientific Performance - 35%;
- B. Pedagogical Ability - 35%;
- C. Performance in other activities relevant to the mission of the higher education institution - 10%;
- D. Scientific-Pedagogical Project - 20%.

In each of the strands the following parameters will be evaluated, with their respective weightings:

A. Scientific Performance (35%)

In the Scientific Performance strand, candidates are evaluated taking into account the following parameters:

- i) Scientific production (10%) - books, book chapters, articles in scientific journals and in proceedings of national and international conferences, catalog texts, communications national and international conferences and scientific meetings. In accessing this parameter, it should be taken into consideration the quality, originality, diversity and quantity of the production, the scientific autonomy shown, the degree of internationalization, the contribution to the scientific, academic and artistic community, the impact of the production and the relevance of the work selected by the candidate as most representative, particularly with regard to its contribution to the development of the disciplinary area in which the competition is open.

ii) Authorship, coordination and participation in scientific and/or artistic projects (15%) - projects with national or international funding (public or private) in the disciplinary area in which the competition is open. In evaluating this parameter, it should be taken into consideration the quality, originality, diversity and quantity of the projects, their national and international insertion, their competitiveness in terms of financing, their contribution in cultural and patrimonial terms to the research structures and the degree of involvement of the researcher (author, coordinator or participant).

iii) Recognition by the national and international scientific and artistic community (5%) - editorial activities in scientific journals, participation in editorial boards of scientific journals, papers, by invitation, in scientific meetings or in other universities, invitations for exhibitions and curatorial projects in reference institutions in the area in which the competition is open, participation, as a member, of scientific, artistic and cultural societies, prizes and distinctions, integration in public and private collections, references made by other authors in books, book chapters, catalogs, magazines and articles in the written and audiovisual press. In the assessment of this parameter, it should be taken into consideration the integration of the activities developed in the disciplinary area in which the competition is open.

iv) Scientific evaluation (5%) - participation in national or international juries of academic examinations, participation in national or international panels for the evaluation and scientific and artistic advice of grants, projects, artists, researchers or research units, participation in commissions of scientific and artistic events, collaboration in the editing, evaluation and review of national or international scientific and/or artistic publications. In assessing this parameter, the role played, the diversity and relevance of the activities developed to the disciplinary area in which the competition is open should be taken into consideration.

B. Pedagogical Ability (35%)

In the Pedagogical Ability strand, candidates are evaluated essentially by taking into account the following parameters:

i) Teaching activity (10%) - taught course units (as teacher or coordinator). In assessing this parameter, the quantity and diversity of curricular units taught in the subject area of the competition should be taken into consideration.

ii) Pedagogical innovation (15%) - pedagogical initiatives aimed at improving the teaching and learning processes. In assessing this parameter, it should be taken into consideration the quantity, nature and diversity of the activities carried out in terms of the production and dissemination of pedagogical material, the creation or restructuring of pedagogical units or syllabuses of undergraduate and graduate courses, the creation of new undergraduate and graduate courses, in the disciplinary area in which the competition is open.

iii) Supervision (10%) - supervision of master's degree dissertations, doctoral theses, internships and supervised work. In the assessment of this parameter, the number and diversity of supervision in any study cycle, already completed and in progress, in the disciplinary area in which the competition is open, should be taken into consideration.

C. Other activities relevant to the mission of the Higher Education Institution (10%)

In the performance in other activities relevant to the mission of the higher education institution, candidates are evaluated taking into account the following parameters:

i) University Extension (5%) - consultancy and services to the scientific community and society, namely participation and/or coordination of initiatives for scientific and artistic dissemination, continuous training programs, exchange of experiences, courses and seminars for the dissemination of knowledge and professional training activities. In assessing this parameter, the nature and innovation of the results obtained and their relevance to the disciplinary area in which the competition is open shall be taken into consideration.

ii) University Management (5%) - participation in university management bodies and research units, coordination of courses, study cycles and/or disciplinary areas, particularly those in which the competition is open, participation in scientific committees and *ad hoc* committees, positions and temporary tasks assigned by the management bodies and other activities relevant to the regular functioning of the institution. In the assessment of this parameter the nature, responsibility and duration of the positions, as well as the results obtained in the exercise of the functions associated with them, should be taken into consideration.

D. Scientific-Pedagogical Project (20%)

This parameter takes into account the Scientific-Pedagogical Project describing the research and teaching activities that the candidate proposes to develop, highlighting its contribution to scientific and pedagogical development in the disciplinary area in which the competition is open, with the aim of promoting and strengthening the teaching and research activities of the Faculty of Fine Arts and its Research Unit(s).

In the seriation of the candidates for the competition, each member of the jury ranks the candidates in descending order of merit; each member of the jury takes part in the voting on the basis of his or her ordered list of candidates, in which *ex-aequo* rankings are not permitted.

Under the terms of article 20 of the Regulations, the jury votes initially for first place, then second place, and so on, until all candidates admitted to the competition and previously approved in absolute merit are ranked. In each vote, the jury's deliberations are taken by an absolute majority of votes and the methodology for seriation of candidates is that set forth in the no. 5 of the article 20 of the Regulation, in compliance with the provisions of article 17 of the Regulation.

Once the evaluation and seriation criteria have been applied, the jury will draw up a unitary list for ordering the candidates.

VI. Preferred Parameters

In Painting up the list of each of the members of the jury, in a tie situation, the preferential parameter is that foreseen in chapter V - D (Scientific-Pedagogical Project).

VII. Public Hearings

VII.1 - The selection board will deliberate at its first meeting on the need to hold public hearings for all candidates approved in absolute merit and which are intended, exclusively, to better clarify what is contained in the documents submitted by the candidates, under the terms of paragraph b) of no. 4 of article 50 of ECDU. 6(7)

VII.2 - Should it be necessary to hold public hearings, these will take place between the 30th and the 50th day following the date of the jury's meeting to evaluate the candidates in absolute merit. Candidates will be informed at least five days in advance of the date and place where these public hearings will take place.

VII.3 - Public hearings may be held by videoconference, and the jury must ensure that they are held on an equal basis for all candidates.

VII.4 - The jury may also ask candidates to submit additional documentation related to the *curriculum vitae* presented, based on the provisions of paragraph a) of no. 4 of article 50 of ECDU.

VIII. Submission of Applications

VIII.1 - The application documents must be submitted by the 30th working day after the date of publication of this announcement in the Diário da República.

VIII.2 - Applications must be delivered in person, until the deadline, during office hours, to the Human Resources Department of the Faculty of Fine Arts of the University of Lisbon, located at Largo da Academia Nacional de Belas-Artes, 1249-058 Lisbon, or sent by registered mail, until the deadline, to the care of the Human Resources Department, to the aforementioned address.

IX. Instruction of the application

IX.1 Applications must be made by filling out the respective application form for this announcement, referred to in article 33 of the Regulations, on paper, available on the website of the Faculty of Fine Arts of the University of Lisbon (www.belasartes.ulisboa.pt/staff/docentes/procedimentos-concursais), accompanied by the following documents:

IX.1.1 - in digital format 3 copies (in *pen-drive*) and in non-editable format (pdf):

- a. *Curriculum vitae* of the candidate indicating the activity developed in the areas of Scientific Performance, Pedagogical Capacity and Performance in other activities relevant to the mission of the Higher Education Institution, taking into consideration the evaluation parameters in Chapter V of this announcement, and what may be considered as relevant to the disciplinary area in which the competition is open. The *curriculum vitae* should indicate the publications/works that the candidate considers most representative, particularly with regard to their contribution to the development and evolution of the disciplinary area in which the competition is open, taking into account the provisions of Chapter V of this announcement. This selection must be accompanied by a brief description of the candidate's contribution;
- b. publications/work mentioned in the *curriculum vitae* by the candidate as most representative;
- c. Scientific-Pedagogical Project.

X. Language

The documents instructing the applications must be submitted in Portuguese or English.

XI. Establishment of the Jury

Pursuant to the provisions of articles 45 and 46 of the ECDU, article 14 of the Regulations and in the no. 6 of the article 2 of Decree-Law no. 112/2021, of December 14, the Jury is composed of the following members:

President: Rector of the University of Lisbon

Voting members:

Doctor Francisco Javier Garcerá Ruiz, Catedrático of Universidad, Department de Arte y Arquitectura, Universidad de Málaga;

Doctora Maria Victoria Vivancos Ramón, Catedrática of Universidad, Facultad de Bellas Artes, Universitat Politècnica de València;

Doutor Filipe Moreira Rocha da Silva, Professor Catedrático of Escola de Artes da Universidade de Évora;

Doutor António Quadros Ferreira, Professor Emérito, of Faculdade de Belas Artes da Universidade do Porto;

Doutora Isabel Maria Sabino Correia, Professora Catedrática, of Faculdade de Belas-Artes da Universidade de Lisboa.

Faculty of Fine Arts, University of Lisbon, June 28, 2023

The President of the Faculty

(Professor António de Sousa Dias)