

## Aragon Higher Education Act 5/2005, of 14 June

(Ley 5/2005, de 14 de junio, de Ordenación del Sistema Universitario de Aragón)

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### PREAMBLE

I. (...) this Law created the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education.

Organic Law 6/2001, of 21 December, on Universities, foresees in its article 32 the creation of the National Agency for Quality Assessment and Accreditation (ANECA), with assessment competences and those leading to certification and accreditation of the different activities stated in article 31. Nevertheless, section 3 of the same article 31 regulates the possibility for the Autonomous Communities to create evaluation bodies, which constitutes one of the objectives of this Law. A specific section of this preamble is dedicated below to explaining the most important characteristics of the Agency created.

V. In addition to regulating the university system, the Law has another major objective which is the creation of the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education. The body is part of the university system, although its functionality does not end there, as it also has a strong link with the research activity which although is mainly related to the university, also has an autonomous life beyond it.

The basic foundation of the Agency's creation is the evidence that in the other more advanced known higher education systems, the quality imperative of universities has not only become a an essential part but also an obligatory reference in the strong competitive environment in which these education systems develop. The evaluation as a process linked to quality assurance therefore becomes an essential practice that responds to the need of assuring the adaptation of the higher education institutions to the demands of the societies which they serve and from which they also receive the means that enable their operation. Accountability is therefore a necessary correlate of the basic principle of university autonomy established in article 27.10 of the Spanish Constitution and recognised as fundamental right for universities.

Although the management of the assurance and improvement of the quality of the university systems constitutes a relatively new and open field, at different responses, the commonly accepted model presupposes the design and implementation of strategies to progressively improve quality through quality evaluation mechanisms of the different university activities (training and research, management and provision of services in general), assignment of incentives and additional salary payments subject to results and finally, procedures for the accreditation of the professionals, programmes and curricula.

The current Spanish university system is part of this context, which in the past had two university quality Plans (1195,2001) and the regulation of the evaluation of the teaching and research activity of the teaching staff that began in 1989. All of this until Organic Law 6/2001, of 21 December on Universities,

which establishes the general regulatory framework currently in force on this issue. This is the framework that can be used by the Autonomous Communities, making use of their competences, in order to improve the operation of the university systems that depend on them.

One of the possibilities for taking action that Organic Law 6/2001, of 21 December on Universities enables in this field is the decision to create autonomous community bodies of evaluation, accreditation and certification. The referred legislation has foreseen for the National Government to constitute a Foundation for these purposes, although it does not grant it – nor could it do, given the premises of the distribution of competences in this matter – the monopoly of those activities, yet it recognises the possibility for the Autonomous Communities to create and appoint other bodies to carry out the functions assigned to the Foundation.

In accordance with those possibilities linked to the political autonomy of the Autonomous Communities and to the specific competences that the Autonomous Community of Aragon has in universities and research, the Agency for Quality Assurance in Higher Education is created by means of this Law and with it, the regulation of the organisational structure and its functions. The name of the entity created reflects the ambition and expectations placed on the new body, as it will not only develop its function in the field of improving the quality of the Aragon university system but also in that of university strategic foresight. Regarding quality, it is obvious that its functions will develop within the explicit framework of that already foreseen in the state legislation; in the field of strategic foresight, however, a new face is provided to this autonomous community body, attributing to it functions structured on the reflection of the future needs and possible innovations in configuring the Aragon university system.

The legal nature of the Agency is that of a Public Right entity, corresponding to one of the types of public bodies regulated by articles 79 et seq. of the Recast Text of the Autonomous Community Administration Law, approved by Legislative Decree 2/2001, of 3 July (LARG 2001,224). This legal nature was chosen among the various that were available for the legislator to organise the Agency as it is considered to allow a greater level of organic and functional autonomy – which is deemed circumstantial to the development of the task by the Agency – and also because it adapts better than any other to the specialisation and flexibility needs required by the Aragon university system. Furthermore, the nature of public body clearly states the permanence of the administrative Right in the exercise of public competences, with all what the content of that branch of the legal framework has as guarantor of the rights of citizens affected by the Agency's procedures.

Special emphasis has been placed in assuring the autonomy and independence of the Agency created regarding any political or administrative guideline. To that end, the weight of the Agency's activity falls upon a Director, whose status intends to assure that effective independence. The creation of an Experts Committee is also foreseen, made up mainly by people from outside the Autonomous Community that will also serve to preserve independence in the development of the important functions attributed to the Agency and to guide its task in searching for excellence at all levels.

The Law does not in any form configure in isolation the Agency nor the Aragon university system with whose activity it is related to. That is why it is foreseen for there to be regular collaboration relationships with similar bodies, both national and international. Likewise it has been established for the Agency to be able to provide its services to other public and private bodies and, therefore, receive the corresponding economic compensation.

In conclusion, the design proposed intends for the creation of the Agency to be as a useful tool to promote and develop continuous evaluation and quality promotion initiatives of the Aragon university system and also be capable of carrying out the function of collecting and channelling the information between the university centres, the politicians responsible and the society. In the framework of the progressive construction of the European higher education area, the Agency's role can be decisive to position the

Aragon university system in the right conditions to provide its services regarding quality and therefore provide it with a sufficient degree of competitiveness and thereby make it more attractive for those demanding its services. In this regard, it can not be overlooked that the analysis of the trends and emerging demands on higher education is a key element to set priorities in the governmental actions and with those responsible for the university institutions, as is the harmony between the university and its environment in jointly defining and developing multidisciplinary R&D projects and in favouring technological innovation which is in the centre of the progress of our knowledge society.

## **PRELIMINARY TITLE General provisions**

### **Article 1. Purpose of the Law**

3. Likewise, this Law regulates the Social Council of the University of Zaragoza and creates the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education.

## **CHAPTER III. Creation, recognition, modification, withdrawal and adhesion of university centres and degrees.**

### **Article 12. Creation, modification and withdrawal of centres and degrees in the public university**

2. According to that set force in article 8 of Organic Law 6/2001, of 21 December, on Universities, the creation, modification and withdrawal of Universities, Technical Schools or Higher Polytechnic Schools and University schools or Polytechnic University Schools, as well as the establishment of the studies leading to obtaining official and valid university titles within the national territory and provided in these centres, lies within the sphere of competence of the Government of Aragon. This decision may be adopted upon the request of the Social Council or the competent Department in university education with the agreement of the Social Council. In any case it must count with the prior report from the Governing Council of the university and the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education.

### **Article 15. Creation, withdrawal and adhesion of University Research Institutes**

1. According to that indicated in article 10 of Organic Law 6/2001, of 21 December, the

Government of Aragon must create, withdraw and adhere the University Research Institutes. This decision may be adopted upon the request of the Social Council or the competent Department in university education with the agreement of the Social Council. In any case it must count with the prior report from the Governing Council of the university and the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education.

3. The task of the University Research Institutes must be subject to a report by the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education every five years. In the case of negative report, the Government may agree the withdrawal of the Institute or grant a period to amend the errors or insufficiencies detected.

## **CHAPTER III. Public University teaching and research staff**

### **SECTION 1. Teachers of the university teaching bodies**

#### **Article 32. Remuneration system**

2. Within the limits set by the Government and by the procedure determined, the Social Council, at the proposal of the university's Governing Council and prior to the positive evaluation by the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education, may agree to assign unique and individual additional salary payments associated to teaching, research and management merits.

## **SECTION 2. Teaching and research staff contracted**

### **Article 36. Remuneration system**

2. The Autonomous Community Government may the assign individual additional salary payments associated to teaching, research and management merits. Within the limits set by the Government, the Social Council, at the proposal of the Governing Council and prior to the assessment of the merits by the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education, may agree the assignment of said unique and individual additional salary payments.

## **TITLE III: University Activity**

### **CHAPTER II. Research**

#### **Article 46. Actions of the teaching and research staff and their permanent evaluation and training.**

3. The university teaching staff will be subject to evaluation. For this purpose, the universities and the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education must develop teaching evaluation methodologies and programmes in their different modalities.

#### **Article 49. Research activity of the teaching and research staff**

2. The university research staff will be subject to evaluation. For these purposes, the universities and the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education must develop research evaluation methodologies and programmes.

## **TITLE IV. Rules implemented at the University of Zaragoza**

### **CHAPTER I. Financing of the University of Zaragoza and some economic management rules**

#### **SECTION 1. Financing of the University of Zaragoza**

##### **Article 57. Review of the financing model**

1. The effects of the financing model described will be evaluated every four years, and a specific report by the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education must be issued for this purpose.

### **CHAPTER II. Government of Aragon – University of Zaragoza joint Committee**

#### **Article 61. Functions**

The Government of Aragon-University of Zaragoza joint Commission may adopt agreements and initiatives in the following areas: (...) c) Studies that may be commissioned to the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education.

## **TITLE VI. Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education**

### **CHAPTER I. General provisions Article 82. Legal nature and affiliation**

1. The Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education created under this Law is a Public Law entity regulated in articles 79 et seq. of Recast Text of the Law of Administration of the Autonomous Community of Aragon, approved by Legislative Decree 2/2001, of 3 July. It will therefore have legal personality, its own assets and full capacity to fulfil its purposes.

2. The Agency will be affiliated to the Department responsible for university education.

### **Article 83. Operating principles of the Agency**

1. The Agency will develop the operations mentioned in articles 85 and 94 with organic and functional independence.

2. In the performance of its functions it must guarantee the objectivity and publicity of the methods and procedures it uses, as well as the impartiality of its governing and administration bodies.

### **Article 84. Purpose**

1. The Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education is an instrument of the Autonomous Community of Aragon to promote the improvement of the quality of the Aragon university system favouring its relationship with the business and labour world and the society as a whole.

2. With its activity, the Agency must promote and disseminate a culture of quality in the university and higher education area in general of Aragon, that enables enriching the reflection on the role of universities with regard to the society and favour the exchange of experiences at this level with other university systems.

3. To fulfil its objectives, and within the framework of the development of the functions regulated in article 85, the agency may:

a) Establish collaboration agreements with public, private, national or foreign institutions that pursue the same or similar purposes.

b) Access the documentation contained in the files of the entities, centres and institutions subject to evaluation and obtain the information requested, all according to the legally regulated procedures and to those established in their Bylaws.

c) Coordinate their activities with the National Agency for Quality Assessment and Accreditation and with any other entities and institutions with the same purposes.

### **Article 85. Functions**

1. The functions of the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education, without prejudice of those that correspond to the National Agency for Quality Assessment and Accreditation will be the following:

a) Evaluating the Aragon university system, which will include analysing its teaching and research results and proposing the corresponding measures to improve the quality of the services it provides.

- b) To evaluate, accredit and certify the teaching leading to obtaining official titles valid throughout the national territory, without prejudice of the competences that, if applicable, may correspond to other entities or bodies.
- c) To evaluate, accredit and certify the teaching leading to obtaining diplomas and own titles of the university or higher education centres in Aragon.
- d) To evaluate and accredit the teaching, research and management activities of the teaching and research staff and of those who aspire to be hired by the University of Zaragoza.
- e) To establish the criteria and evaluation of the requests from teachers, researchers and managers of the University of Zaragoza leading to obtaining the additional salary payments that may be established in accordance with the current legislation.
- f) To evaluate and accredit the programmes, services and management activities of the higher education institutions and centres.
- g) To analyse the demands for R&D and from the socioeconomic agents of Aragon and the strategic foresight study of the emerging demands.
- h) To detect the higher education training needs for the good operation of companies in Aragon.
- i) To follow-up the labour insertion of the graduates.
- j) The evaluation foreseen in article 86 of Organic Law 6/2001, of 21 December, on Universities, of the centres providing or that wish to provide higher education studies according to foreign education systems.
- k) To evaluate school success or failure in the field of higher education and the proposal, if applicable, of the necessary corrective measures.
- l) To analyse the problems arising in the transit from secondary education to higher education.
- m) To study the degrees proffered by secondary education students in Aragon.
- n) To evaluate the teaching staff of the private university teachers foreseen in article 72 of Organic Law 6/2001, of 21 December, on Universities.
- ñ) To perform any other non-previously mentioned functions specific of university research and education or of higher education related to the Agency's purposes and that are attributed to it by Decree of the Government of Aragon, in which the Agency must generally intervene according to the applicable rules.

2. The Agency may provide services within the scope of its competences to other Autonomous Communities, universities and university centres or, in general, higher education centres, either Spanish or not, prior to subscribing to the corresponding agreement, authorised by the Government of Aragon, and which will clearly specify the obligations assumed and that can not generate an economic cost for the Agency.

3. Likewise, the Agency may evaluate the activities related to its purposes developed within the scope of the private sector, requested by the corresponding economic agents and with the coverage of the expresses of said action according to the established price system. The contracts signed to this end with the Agency will require the prior authorisation by the Councillor responsible for university education.

#### **Article 85 bis. Accountability and transparency in the activity**

1. The Agency will approve the strategic plans for four years.
2. The Agency's activity will be ruled by annual activity plans.
3. The Agency will prepare annual activity reports.
4. The evaluation procedures and criteria, as well as the composition of the corresponding commissions, will be established and duly reported to the interested parties prior to the start of the evaluation processes.
5. The Agency will have an internal quality assurance system in place.
6. The Agency's complaints and claim processes must be clearly defined; they must form part of all their evaluation and external quality assurance protocols and be appropriately reported to the interested parties.
7. The Agency's collaborators and evaluators, as well as the people who provide their services therein, are subject to the Code of Ethics based on standards established at a national and European level.
8. The Evaluation Commissions will act with full independence and the results of their actions cannot be modified by any other body of the Agency.
9. The Agency will regularly implement internal meta-evaluation processes, leading to adopting actions for improvement. This meta-evaluation will include consultations to the different stakeholders involved according to the nature of the process.
10. Periodically, and at least once every five years, the Agency's activity must be subject to an external evaluation by an international committee of experts.
11. All the accountability mechanisms mentioned above, as well as the Agency's evaluation reports, will be subject to be published on its website.

## **CHAPTER II. Organisation**

### **Article 86. Organisation**

1. The governing and administration bodies of the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education are the following:

- a) The Board of Directors.
- b) The Director.

2. As advisory body, the Agency will have a Committee of Experts with the composition and functions provided for in article 91 of this Law.

### **Article 87. Board of Directors: composition**

1. The Board of Directors is the highest Governing body of the Agency.
2. The Board of Directors is made up of:
  - a) The Councillor of the Department responsible for university education, which shall be its President.
  - b) The Director of the Agency.

- c) The Rector of the University of Zaragoza.
  - d) The President of the Social Council of the University of Zaragoza.
  - e) The Director-general responsible for higher education, who will be the Vice-president.
  - f) The Director-general responsible for research.
  - g) The Vice-rector appointed by the Governing Council of the University of Zaragoza
  - h) Two teachers or university managers, expert is university quality, accreditation and prospect issues, appointed by the Councillor responsible for university education from the members of the Experts Committee.
  - i) Two representatives of the most representative union organisations.
  - j) Two representatives of the most representative business organisations.
  - k) The President of the Students Council of the University of Zaragoza or person appointed.
  - l) One student chosen by the student participation higher body of the University San Jorge or person appointed.
3. The President of the Board of Directors will be responsible for representing the Agency, and will be able to delegate the ordinary administrative functions to call for meetings, draw up the agenda and manage the debate to the Vice-president.
4. One of the members of the Board of Directors appointed by it will perform the tasks of Secretary of the body, and will be assisted in his/her administrative functions by staff from the Agency.

#### **Article 88. Board of Directors: functions**

1. The Board of Directors is responsible for the functions conferred to them by the Agency's Bylaws, and in any case, the following:
- a) To approve the Agency's annual programme of activities.
  - a) To approve the Agency's annual report of activities.
  - c) To approve the Agency's proposed budget for its inclusion, after the appropriate procedures, in the Budgetary Draft Law of the Autonomous Community of Aragon.
  - d) To approve the agreements to be signed by the Agency that must be authorised by the Government of Aragon.
  - e) To approve the contracts to be signed by the Agency within the exercise of its evaluation, accreditation and certification functions that must be authorised by the Councillor responsible for university education.
  - f) To Formulate the Agency's Bylaw projects and their modifications, for their submission to the Government of Aragon by means of the Councillor responsible for university education.
  - g) To agree the acquisition, disposal and establishment of charges, of movable and immovable property included in the Agency's assets, all subject to that set force in the heritage legislation of the Autonomous Community.

h) To approve the general evaluation and accreditation methodologies to be applied, and the modifications or improvements to be progressively incorporated.

i) To approve the reports corresponding to the development of its activities.

j) To approve the internal and operating procedures to be applied in the different programmes and activities.

k) To approve the annual and multiannual projects developed regarding institutional evaluation and the accreditation of programmes.

l) To approve the annual or multiannual programmes developed on individual evaluations of the teaching staff.

m) To approve the annual or multiannual programmes developed for the assessment of the range of current university studies.

n) To approve the annual or multiannual programmes developed to assist students and for their subsequent labour insertion.

ñ) To approve the annual or multiannual programmes developed regarding the analysis of the socio-economic demands and the university response they receive.

o) To approve the annual or multiannual programmes developed to evaluate the need to create university centres.

p) To approve the annual or multiannual programmes developed in the field of international cooperation.

q) To approve the work projects, agree the tenders and the contracting of the services necessary for the Agency's operation.

r) To propose the prices for the provision of the services provided by the Agency and that must be remunerated to be approved by the competent body according to the legislation of the Autonomous Community.

s) To adopt the appropriate measures to improve the organisation and operation of the Agency.

t) To propose the remuneration of the Director to the Government of Aragon and approve the additional salary payments of the staff working for the Agency.

u) To approve the Strategic Plan.

v) To approve the Code of Ethics.

2. Every three years, the Board of Directors will prepare a report on the state of the quality of the Aragon university system and the emerging trends in the social demands. This report, once prepared by the Board of Directors, will be submitted to the Government and to the Courts of Aragon.

3. To develop its functions, the Board of Directors may seek the assistances and counselling it considers necessary, and can call experts in the fields of its competence and inform in the meetings held.

4. The Bylaws will regulate the periodicity of the Board of Directors' meetings that, in any case, must be a minimum of two per year. Likewise, the Bylaws will establish the possibility of extraordinary calls of its sessions either if decided by the President or upon the initiative of a third part of its members.

#### **Article 89. Director of the Agency: appointment and status**

1. The Director of the Agency will be appointed by the Government of Aragon, as proposed by the Councillor responsible for university education, for a period of four years, extendable for another four, among persons of recognised standing with specific knowledge on the functions to be performed by the Agency.

2. The Director shall have a senior management employment contract, without being able to agree compensation clauses due to reasons of extinction of the labour relationship with the entity.

#### **Article 90. Director: functions**

The Director's duties are those provided in this Law, those established in the Agency's Bylaws, and, in any case, the following:

- a) To manage the Agency's activities according to the guidelines established by the Board of Directors.
- b) To propose Agency's activities and form of operation to the Board of Directors.
- c) To periodically inform the Board of Directors of the development of the Agency's activities.
- d) To exert the functions that correspond to the contracting entity according to the contracting legislation of Public Administrations.
- e) To exert the functions of the Agency's personnel management.
- f) To appoint the members of the Evaluation Committees proposed by the committee of Experts, hiring the staff that may be necessary.
- g) To exert any other competence not attributed to the Board of Directors in this Law or in the Agency's Bylaws.

#### **Article 91. Committee of Experts**

1. There will be a Committee of Experts as advisory body of the Agency with the composition and functions regulated in this Law and in the Agency's Bylaws.

2. The number of experts will be adapted to the needs and functions progressively required by the Agency. In any case the following will initially form part of it:

- a) Two Spanish experts of recognised standing in issues related to university quality and accreditation. One of them, at least, must develop its regular professional activity outside the Autonomous Community of Aragon.
- b) Two foreign experts of recognised standing in issues related to university quality and accreditation.

3. The people that are part of the Committee of Experts will be appointed by the President of the Agency, on the proposal of the Director and heard by the Board of Directors. The appointment will be published in the «Aragon Official Gazette». The retirement of the members of the Committee of Experts will demand practicing the same procedure.

4. The functions of the Committee of Experts will be the following:

- a) To inform on the Agency's participation in national and international evaluation, accreditation and prospect programmes of the teaching and research activities of universities.
  - b) To propose organisational innovations in the Agency's structure, based on the experience of other advanced university systems.
  - c) To propose the development of plans to improve the quality of the Aragon university system and inform of the development of the existing ones.
  - d) To propose the composition of the evaluation, certification and accreditation Commissions developed within the Agency to the Director.
  - e) To periodically evaluate the Agency's activities, proposing improvements in its operation.
  - f) To exercise any other functions similar to those established in this section and provided in the Bylaws or entrusted by the Board of Directors.
5. The members of the Committee of Experts will not receive fixed remuneration for their work carried out, without prejudice to the compensations for developing their task and subsistence allowances they may be entitled to according to the agreements adopted by the Board of Directors.

### **CHAPTER III. Legal system Article 92. General principles**

1. As a public Law entity, the Agency will be governed by this Law, by that set force in the Recast Text of the Administration Law of the Autonomous Community of Aragon, approved by Legislative Decree 2/2001, of 3 July, by its Bylaws and by the rest of laws and provisions applicable.
2. In particular, for issues regarding heritage, responsibility, contracting, financial regulations, public accounting and financial controls, of efficiency and effectiveness, the general rules will apply established for Public Law bodies in the Recast Text of the Administration Law of the Autonomous Community of Aragon, approved by Legislative Decree 2/2001, of 3 July, in Recast Text of the Tax Law of the Autonomous Community of Aragon, approved by Legislative Decree 1/2000, of 29 June (LARG 2000, 171), and in Recast Text of the Heritage Law of the Autonomous Community of Aragon, approved by Legislative Decree 2/2000, of 29 June (LARG 2000, 172) , as well as the statutory rules that, where applicable, will be developed by said Regulations.
3. The operation of the Board of Directors will be governed by the regulations applied to corporate bodies of the Autonomous Community's Administration established in the Recast Text of the Administration Law of the Autonomous Community of Aragon approved by Legislative Decree 2/2001, of 3 June, and by that established in the Agency's Bylaws.

### **Article 93. Development of the Agency's procedures**

1. The Agency will automatically initiate the administrative procedures necessary to develop its functions. In the practice of these procedures, the principles established in the basic legislation of the common administrative procedure will be followed.
2. The procedures will be initiated by the interested party as regards evaluation and accreditation of teaching and research activities and management of university staff.
3. The Agency's Bylaws will determine the number of the evaluation, accreditation and certification commissions that are going to exist and their composition and functions, subject to that stipulated in that Law. Said Commissions will act with complete independence, freely approving the result of their actions,

and will be ultimately responsible for them. The composition of these Commissions will be public. The Commissions will make their work procedures public in accordance with that set force in the Agency's Bylaws.

4. When the Agency signs contracts or agreements with universities, university or higher education centres and public or private corporate entities that develop research activities, it will develop the evaluation, accreditation and certification procedures in accordance with that indicated in those contracts or agreements.

5. In all cases, special attention will be paid to the confidentiality of the information provided and to respecting the legislation applicable regarding personal data protection.

#### **Article 94. Resolutions and system of appeals**

1. The Director of the Agency will adopt the relevant resolutions, in the evaluation, certification and accreditation procedures, according to that indicated by the corresponding commissions. Its resolutions, as well as those of the Board of Directors in its field of competences, will exhaust the administrative channels.

2. The resolutions mentioned in the previous section are subject to an optional administrative reconsideration appeal or contentious administrative appeal in the conditions set by the applicable legislation.

#### **Article 95. Personnel**

1. The Agency will have its own staff, made up by employees governed by the collective agreement and the applicable employment law.

2. The Agency's own non-management staff will be hired following a public call of the corresponding selective processes, that will be carried out according to the principles of equality, merit and ability.

3. The basic remunerations of the Agency's own non-management staff will be standardised to that generally established in the Administration of the Autonomous Community of Aragon for staff of a similar level of classification and category, and the additional salary payments will be established by the Board of Directors according to that indicated in article 88.1.t) of this Law.

4. The Agency will hire experts among the teaching and research staff, in order for them to perform the technical works regarding the evaluation of quality, accreditation and prospect and evaluation of the staff at the service of universities. This hiring must be performed subject to that established in article 83 of Organic Law 6/2001, of 21 December, on Universities.

5. The Agency will develop, alone or in coordination with other institutions, permanent training programmes for its staff and experts who regularly relate to the Agency while performing their task.

#### **Article 96. Assets and economic resources**

1. The Agency's property is constituted by all the assets and rights that belong to the Agency by means of any acquisition title.

2. The Agency's resources are the following:

- a) The transfers annually assigned in the general budgets of the Autonomous Community of Aragon.
- b) The subsidies, financial aid, voluntary contributions, inheritances, legacies and donations it receives.

c) Public prices and fees contributed by users as payment for the services they receive.

d) Any other income or resource it is legally entitled to.

#### **Article 97. Termination**

1. The termination of the Agency, if relevant, will take place by means of Law. The Termination Law will establish the subrogation of the Administration of the Autonomous Community of Aragon in the legal relations of all kinds in which the Agency is a party.

2. The Agency's assets will become part of the assets of the Autonomous Community of Aragon at the time of its termination.

## **ADDITIONAL PROVISIONS**

### **Five. Constitution of the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education and approval of the Bylaws**

1. Within a maximum period of three months from the entry into force of this Law, the Director will be appointed and the first meeting of the Agency's Board of Directors will be held, understanding it will be constituted from that moment. The procedures required, will be developed by the President of the Agency.

2. The Board of Directors will draft the Agency's Statutes in a maximum period of three months from its constituent meeting.

### **Six. Personal and material means at the service of the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education.**

Until the Agency has its own budget and staff, the Department responsible for university education will provide the personal and material means necessary to develop its function.

#### **FINAL PROVISIONS**

#### **Two. Legal empowerment**

(...)2. The Government of Aragon may vary, by means of Decree, the composition of the Board of Directors of the Aragon Agency for Quality Assurance and Strategic Foresight in Higher Education in the event that new universities are created or recognised in Aragon. In this case, the Corresponding Decree and the Board of Directors of the Agency will foresee the incorporation of a Rector and Vice-rector for each of the universities created or recognised.