U.PORTO

UNIVERSIDADE DO PORTO

Self-Evaluation Report

Annex XV

Teaching and non-teaching staff at U.Porto 2008

Institutional Evaluation
European University Association

U.Porto Human Resources

2008

Table of Contents

Human Resources of the University of Porto

Unless otherwise stated, data provided refers to situation as at 31 December of each year, and was obtained from the GRH – Human Resources Management – interface.

Sources

GRH – Human Resources Management

SP/ICBAS – ICBAS Personnel Section

Acronyms

– Full time

FTE – Full time equivalent

M – Male

F – Female

ARAG – Average rate of annual growth

FADEUP – Faculty of Sport

FAUP – Faculty of Architecture

FBAUP – Faculty of Fine Arts

FCNAUP – Faculty of Nutrition and Food Science

FCUP – Faculty of Sciences

FDUP – Faculty of Law

FEP – Faculty of Economics

FEUP – Faculty of Engineering

FFUP – Faculty of Pharmacy

FLUP – Faculty of Arts

FMDUP – Faculty of Dental Medicine

FMUP – Faculty of Medicine

FPCEUP – Faculty of Psychology and Education Science

ICBAS – Institute of Biomedical Sciences Abel Salazar

IRICUP – Institute of Common Resources and Initiatives

Reit – Rectory

SASUP – Students Support Services

Human resources – Growth from 2004 to 2008

Table 1: Growth in 2004-2008 of the number of teachers and researchers (FTE), per organic unit

	2004	2005	2006	2007	2008	ARAG
Faculty of Architecture	70.0	70.0	74.0	79.5	78.8	3%
Faculty of Fine Arts	67.6	62.0	66.0	67.9	59.6	-4%
Faculty of Sciences	267.9	258.1	256.2	265.8	267.3	0%
Faculty of Nutrition and Food Science	20.5	20.3	20.4	20.9	20.9	0%
Faculty of Sport	70.9	73.1	70.5	61.3	61.3	-4%
Faculty of Law	26.3	27.6	29.6	32.3	35.0	7%
Faculty of Economics	148.1	142.9	142.5	140.4	135.6	-2%
Faculty of Engineering	410.1	413.1	416.6	435.3	454.0	2%
Faculty of Pharmacy	65.9	65.9	63.9	75.1	71.6	2%
Faculty of Arts	253.0	238.2	217.8	199.4	182.1	-9%
Faculty of Medicine	201.4	211.4	220.0	227.4	234.2	4%
Faculty of Dental Medicine	45.9	44.1	45.0	57.4	57.5	5%
Faculty of Psychology and Education Science	84.1	84.0	84.3	84.6	84.5	0%
Institute of Biomedical Sciences Abel Salazar	120.8	121.6	141.9	146.5	144.4	4%
Rectory	23.0	9.0	6.0	10.0	9.0	-44%
Institute of Common Resources and Initiatives	1.0					--
Students Support Services	1.0	1.0				--
U.Porto total	1877.5	1842.3	1854.7	1903.8	1895.8	0%

Source: GRH

Table 2: Growth in 2004-2008 of the number and proportion of teachers (FTE) per category, excluding guest lecturers

	2004		2005		2006		2007		2008		ARAG
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	
Full professors	193	13%	199	13%	202	14%	208	14%	212	14%	2%
Associate professors	364	24%	371	25%	399	27%	407	27%	404	27%	3%
Assistant professors	599.3	40%	626.3	42%	637.3	42%	675	45%	698	46%	4%
Assistants + Foreign language teachers	335	23%	291	20%	264.6	17%	223.5	15%	187.6	12%	-16%
Total	1491.3	100%	1487.3	100%	1502.9	100%	1513.5	100%	1501.6	100%	0.2%

Source: GRH

Chart 1: Growth in 2004-2008 of the proportion of teachers (FTE) per category, excluding guest lecturers
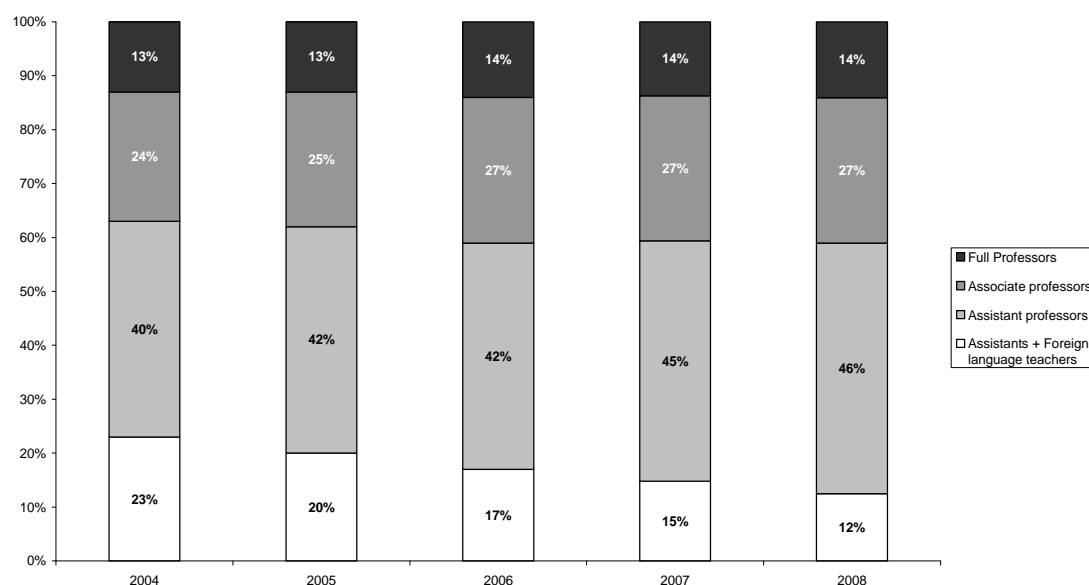
Table 3: Growth in 2004-2008 of the number of non-teaching staff and non-researchers, per organic unit

	2004	2005	2006	2007	2008	ARAG
Faculty of Architecture	31	40	40	40	35	2%
Faculty of Fine Arts	34	35	39	39	33	-1%
Faculty of Sciences	148	169	151	145	136	-3%
Faculty of Nutrition and Food Science	17	18	23	22	23	7%
Faculty of Sport	36	37	34	34	34	-2%
Faculty of Law	16	18	20	17	16	-1%
Faculty of Economics	61	60	59	61	62	0%
Faculty of Engineering	259	269	268	288	323	5%
Faculty of Pharmacy	53	59	57	58	58	2%
Faculty of Arts	120	132	119	118	114	-2%
Faculty of Medicine	175	175	170	197	189	2%
Faculty of Dental Medicine	42	46	46	44	45	2%
Faculty of Psychology and Education Science	47	49	49	50	50	2%
Institute of Biomedical Sciences Abel Salazar	90*	86	97	102	106	4%
Rectory	162	171	175	200	198	5%
Institute of Common Resources and Initiatives	14	25	22	13	8	-25%
Students Support Services	309	314	295	274	259	-5%
U.Porto total	1614	1703	1664	1702	1689	1%

Sources: GRH, except *; *: SP-ICBAS.

Human resources 2008
Teaching staff and researchers
Table 4: Number of teachers and researchers (Full time and FTE), per gender and organic unit (2008)

	F		M		Total		%	
	#	FTE	#	FTE	#	FTE	#	FTE
FAUP	20	19.5	61	59.3	81	78.8	3.6%	4.2%
FBAUP	16	15.2	47	44.4	63	59.6	2.8%	3.1%
FCUP	103	103	165	164.3	268	267.3	11.8%	14.1%
FCNAUP	22	13	11	7.9	33	20.9	1.4%	1.1%
FADEUP	20	20	42	41.3	62	61.3	2.7%	3.2%
FDUP	20	18	19	17	39	35	1.7%	1.8%
FEP	59	57.1	86	78.5	145	135.6	6.4%	7.2%
FEUP	111	100.4	397	353.6	508	454	22.3%	23.9%
FFUP	53	49	24	22.6	77	71.6	3.4%	3.8%
FLUP	103	102	84	80.1	187	182.1	8.2%	9.6%
FMUP	140	89.4	235	144.8	375	234.2	16.4%	12.4%
FMDUP	32	19.4	46	38.1	78	57.5	3.4%	3.0%
FPCEUP	57	54.6	31	29.9	88	84.5	3.9%	4.5%
ICBAS	105	63.8	162	80.6	267	144.4	11.7%	7.6%
Rectory	4	4	5	5	9	9	0.4%	0.5%
U.Porto total	865	728.4	1415	1167.4	2280	1895.8	100.0%	100.0%
%	38%	38%	62%	62%				

Source: GRH

Chart 2: Proportion of teachers and researchers (FTE), per gender and organic unit (2008)
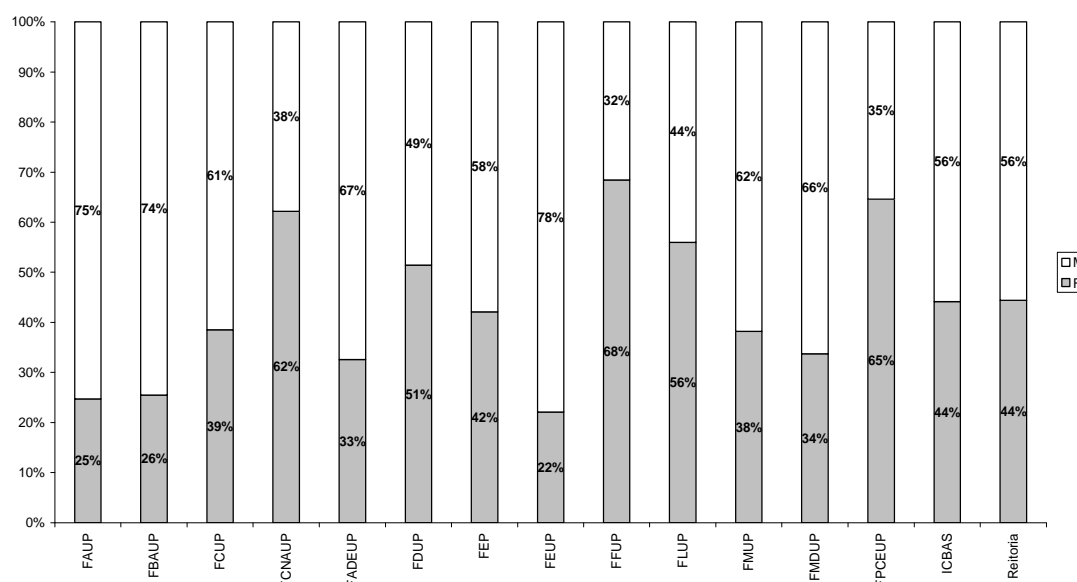
Table 5: Age structure of teachers and researchers (Full time and FTE), per gender (2008)

	F		M		Total		%	
	#	FTE	#	FTE	#	FTE	#	FTE
<30	35	20.1	33	15.2	68	35.3	3%	2%
30-34	126	92.2	124	98.3	250	190.5	11%	10%
35-39	148	123.8	188	160.8	336	284.6	15%	15%
40-44	139	126.4	202	175.4	341	301.8	15%	16%
45-49	150	135	264	228.5	414	363.5	18%	19%
50-54	129	113	231	192.3	360	305.3	16%	16%
55-59	88	74.6	218	171.5	306	246.1	13%	13%
60-64	42	36	105	79	147	115	6%	6%
>64	8	7.3	50	46.4	58	53.7	3%	3%
U.Porto total	865	728.4	1415	1167.4	2280	1895.8	100%	100%

Source: GRH

Chart 3: Age structure of teachers and researchers (FTE), per gender (2008)
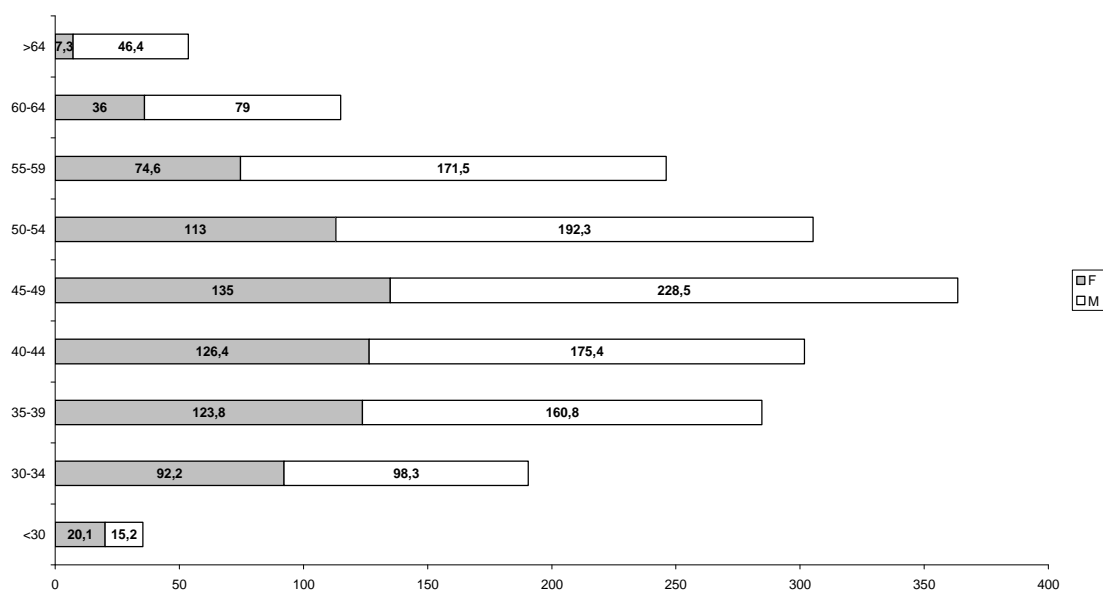
Table 6: Age structure of teachers and researchers (FTE), per organic unit (2008)

	FAUP	FBAUP	FCUP	FCNAUP	FADEUP	FDUP	FEP	FEUP	FFUP	FLUP	FMUP	FMDUP	FPCEUP	ICBAS	Reit	U.Porto total
<30	0.3	0.2		2.1		4	4	6.9	0.8		10.6	4.4		2		35.3
30-34	11	7	23.3	3.5	2	5	13.1	49.5	11.5	5	38.1	7.4	6.7	5.4	2	190.5
35-39	16	14.9	33	4.8	11	5.5	35.5	56.4	7.6	16.6	41.1	5.2	14	21	2	284.6
40-44	10	10.5	62	6.5	10	7.3	26.3	62.1	15.2	36.1	27.1	4.1	6.3	15.3	3	301.8
45-49	12	10	58	1	15	4	17	101	19	41	30.9	9	18	26.6	1	363.5
50-54	7	5	38	2	10.3	4	16.9	72.1	6.5	47	34.4	15.4	20.5	26.2		305.3
55-59	10.5	7	29	1	6	3.2	18.3	61.6	5	22.4	31.1	11	11	29		246.1
60-64	3	4	16		7	2	3.5	34.9	6	10	9.9	1	4	12.7	1	115
>64	9	1	8				1	9.5		4	11		4	6.2		53.7
Total	78.8	59.6	267.3	20.9	61.3	35	135.6	454	71.6	182.1	234.2	57.5	84.5	144.4	9	1895.8
Age average	46.6	44.2	46.5	37.5	47.3	41.9	44.0	47.0	43.9	48.5	43.0	42.6	47.4	50.8	40.8	46.1

Source: GRH

Table 7: Number of teachers and researchers (Full time and FTE), per nationality and gender (2008)

	F		M		Total		%	
	#	FTE	#	FTE	#	FTE	#	FTE
Portuguese	845	711.4	1353	1118.9	2198	1830.3	96%	97%
Spanish	3	2.4	8	6.4	11	8.8	0.5%	0.5%
Brazilian	2	2	5	5	7	7	0.3%	0.4%
German	2	2	5	4.4	7	6.4	0.3%	0.3%
Angolan	1	1	6	3	7	4	0.3%	0.2%
British			5	5	5	5	0.2%	0.3%
Russian			5	4	5	4	0.2%	0.2%
Italian	1	1	3	3	4	4	0.2%	0.2%
Mozambican			4	2.7	4	2.7	0.2%	0.1%
Belgian	1	1	2	1.6	3	2.6	0.1%	0.1%
Indian	2	1.3	1	1	3	2.3	0.1%	0.1%
Ukrainian			3	2.2	3	2.2	0.1%	0.1%
Argentinean	1	1	1	1	2	2	0.1%	0.1%
Swiss	2	2			2	2	0.1%	0.1%
Venezuelan	1	0.3	1	1	2	1.3	0.1%	0.1%
Dutch			2	0.5	2	0.5	0.1%	0.03%
American			2	0.2	2	0.2	0.1%	0.01%
Colombian			1	1	1	1	0.04%	0.1%
Danish			1	1	1	1	0.04%	0.1%
Slovenian	1	1			1	1	0.04%	0.1%
Greek			1	1	1	1	0.04%	0.1%
English	1	1			1	1	0.04%	0.1%
Irish			1	1	1	1	0.04%	0.1%
Lebanese	1	1			1	1	0.04%	0.1%
Peruvian			1	1	1	1	0.04%	0.1%
Romanian			1	1	1	1	0.04%	0.1%
Turkish			1	1	1	1	0.04%	0.1%
Chinese			1	0.5	1	0.5	0.04%	0.03%
Egyptian			1	0	1	0	0.04%	0.0%
Moroccan	1	0			1	0	0.04%	0.0%
U.Porto total	865	728.4	1415	1167.4	2280	1895.8	100%	100%

Source: GRH

Table 8: Number of teachers and researchers (Full time and FTE), per qualifications and gender (2008)

	F		M		Total		%	
	#	FTE	#	FTE	#	FTE	#	FTE
Doctorate	561	533.5	954	885.4	1515	1418.9	66%	75%
Masters	101	79.9	119	100.7	220	180.6	10%	10%
Post-graduation	2	0.8	2	1.3	4	2.1	0.2%	0.1%
Undergraduate	195	112.3	330	176.9	525	289.2	23%	15%
12th grade (secondary school)	6	1.9	10	3.1	16	5	1%	0.3%
U.Porto total	865	728.4	1415	1167.4	2280	1895.8	100%	100%

Source: GRH

Chart 4: Proportion of teachers and researchers (FTE), per qualifications (2008)
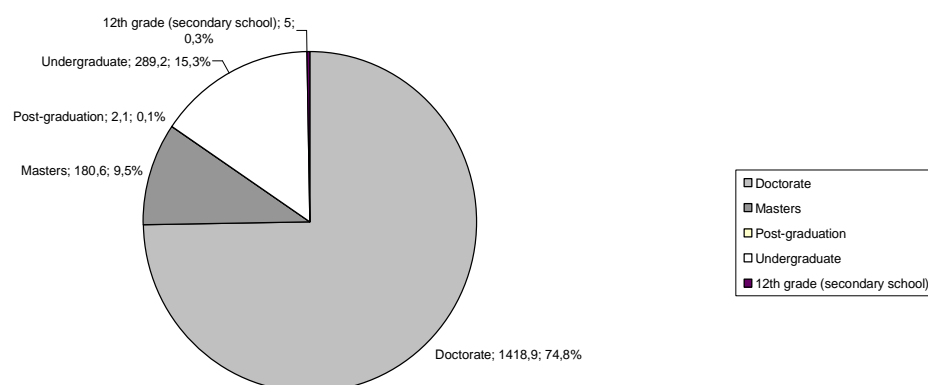
Table 9: Number of teachers and researchers (FTE), per qualifications and organic unit (2008)

	Doctorate	Masters	Post-Graduation	Undergraduate	12th grade (secondary school)	Total	% of doctorates
FAUP	21	20		37.8		78.8	27%
FBAUP	12	20.4		27	0.2	59.6	20%
FCUP	260	2	1	4.3		267.3	97%
FCNAUP	13	3.6		3.4	0.9	20.9	62%
FADEUP	52	4		5.3		61.3	85%
FDUP	12	13.5		9.5		35	34%
FEP	102.7	16.2		16.7		135.6	76%
FEUP	379.2	45.8	0.3	28.7		454	84%
FFUP	65	3.5		3.1		71.6	91%
FLUP	150.2	16.6		15.3		182.1	82%
FMUP	141.9	14.9		73.5	3.9	234.2	61%
FMDUP	37.6	6.4	0.8	12.7		57.5	65%
FPCEUP	71	8.3		5.2		84.5	84%
ICBAS	92.3	5.4		46.7		144.4	64%
Rectory	9					9	100%
U.Porto Total	1418.9	180.6	2.1	289.2	5	1895.8	75%

Source: GRH

Table 10: Number of teachers and researchers (Full time and FTE), per category and gender (2008)

	F		M		Total		%	
	#	FTE	#	FTE	#	FTE	#	FTE
Full Professor	44	44	168	168	212	212	9%	11%
Invited Full Professor	4	0.8	32	6.7	36	7.5	2%	0.4%
Associate Professor	98	98	159	159	257	257	11%	14%
Associate Professor with Aggregation	43	43	104	104	147	147	6%	8%
Invited Associate Professor	14	3.3	59	18.4	73	21.7	3%	1%
Invited Associated Professor with Aggregation	2	0.8	5	2.1	7	2.9	0.3%	0.2%
Assistant Professor	286	286	391	391	677	677	30%	36%
Assistant Professor with Aggregation	15	15	6	6	21	21	1%	1%
Invited Assistant Professor	67	27.7	147	70.3	214	98	9%	5%
Invited Assistant Professor with Aggregation			5	1.5	5	1.5	0.2%	0.1%
Visiting Professor considered as Assistant Professor	1	0	1		2	0	0.1%	0.0%
Coordinating Professor with Aggregation	1	1			1	1	0.04%	0.1%
Assistant	68	68	89	88.6	157	156.6	7%	8%
Invited Assistant	152	81.3	194	105.2	346	186.5	15%	10%
Trainee Assistant	13	13	2	2	15	15	1%	1%
Foreign Language Teacher	12	12	4	4	16	16	1%	1%
Secondary School Teacher	4	4			4	4	0.2%	0.2%
Supervisor	15	4.5	12	3.6	27	8.1	1%	0.4%
Subtotal Teaching staff	*839*	*702.4*	*1378*	*1130.4*	*2217*	*1832.8*	*97%*	*97%*
Lead Researcher	4	4	2	2	6	6	0.3%	0.3%
Co-Researcher	16	16	30	30	46	46	2%	2%
Researcher	2	2	3	3	5	5	0.2%	0.3%
Research Assistant	2	2			2	2	0.1%	0.1%
Trainee Researcher	1	1	1	1	2	2	0.1%	0.1%
Invited Researcher considered as Assistant Researcher	1	1	1	1	2	2	0.1%	0.1%
Subtotal researchers	*26*	*26*	*37*	*37*	*63*	*63*	*3%*	*3%*
Total U.Porto	865	728.4	1415	1167.4	2280	1895.8	100%	100%

Source: GRH

Table 11: Number of teachers and researchers (FTE), per category and organic unit (2008)

	FAUP	FBAUP	FCUP	FCNAUP	FADEUP	FDUP	FEP	FEUP	FFUP	FLUP	FMUP	FMDUP	FPCEUP	ICBAS	Reit	U.Porto Total
Full Professor	5	2	26	1	8	2	8	50	9	22	32	10	12	25		212
Invited Full Professor								1.9						5.6		7.5
Associate Professor	8	5	39	4	14	3	20	61	5	26	25	6	11	30		257
Associate Professor with Aggregation			21	2	3	1	5	35	10	25	23	9	9	4		147
Invited Associate Professor				0.5				4			5			12.2		21.7
Invited Associate Professor with Aggregation				0.5							1.2			1.2		2.9
Assistant Professor	13	12	152	5	26	5	64	195	29	66	39	12	38	20	1	677
Assistant Professor with Aggregation			5				2		6	6	2					21
Invited Assistant Professor	9.5	1.6	6	0.6	2.3	2	5.6	26.4		4	11.7	4.2		24.1		98
Invited Assistant Professor with Aggregation											1.2			0.3		1.5
Visiting Professor considered as Assistant Professor								0								0
Coordinating Professor with Aggregation														1		1
Assistant	25	30	2		2	12	12.6	25	4	8	14	4	7	11		156.6
Invited Assistant	12	9		5.8	4	8	12.4	25.8	8.6	7.1	70.8	10.5	4.5	8		186.5
Trainee Assistant	6					2	3	1			1			2		15
Foreign Language Teacher											16					16
Secondary School Teacher					2						1		1			4
Supervisor	0.3		0.3	1.5				0.9			3.3	1.8				8.1
Lead Researcher			1					4							1	6
Co-Researcher			14				2	20		1			2		7	46
Researcher			1								4					5
Research Assistant								1			1					2
Trainee Researcher								2								2
Invited Researcher considered as Assistant Researcher								2								2
U.Porto total	78.8	59.6	267.3	20.9	61.3	35	135.6	454	71.6	182.1	234.2	57.5	84.5	144.4	9	1895.8

Source: GRH

Table 12: Number of teachers and researchers (Full time and FTE), per type of employment and gender (2008)

	F		M		Total		%	
	#	**FTE**	**#**	**FTE**	**#**	**FTE**	**#**	**FTE**
Nomination	378	378	689	689	1067	1067	47%	56%
Administrative contract of employment	460	325.1	689	441.4	1149	766.5	50%	40%
Individual employment contract	22	20.3	33	33	55	53.3	2%	3%
Requisition	5	5	4	4	9	9	0.4%	0.5%
U.Porto total	865	728.4	1415	1167.4	2280	1895.8	100%	100%

Source: GRH

Chart 5: Proportion of teachers and researchers (FTE), per type of employment (2008)
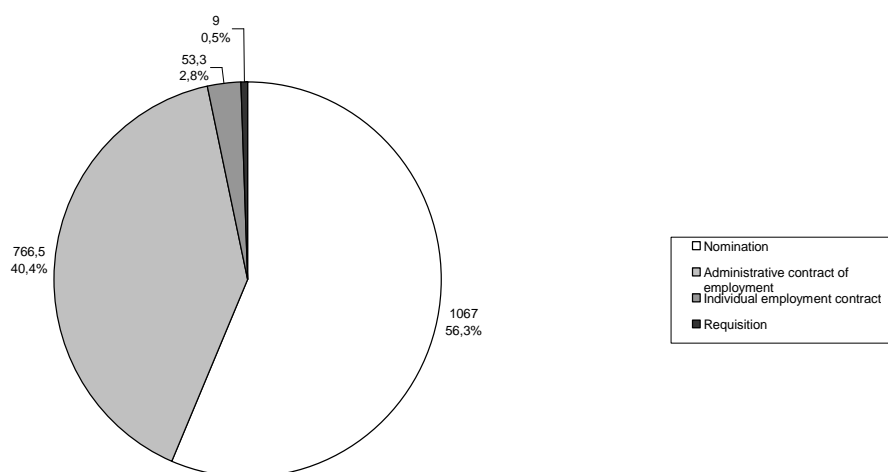
Non-teaching staff and non-researchers

Table 13: Number of non-teaching staff (Full time and FTE), per gender and organic unit (2008)

	F		M		Total		%	
	#	FTE	#	FTE	#	FTE	#	FTE
FAUP	19	19	16	16	35	35	2%	2%
FBAUP	23	23	10	10	33	33	2%	2%
FCUP	101	101	35	34.6	136	135.6	8%	8%
FCNAUP	20	19.5	3	3	23	22.5	1%	1%
FADEUP	21	21	13	13	34	34	2%	2%
FDUP	13	13	3	3	16	16	1%	1%
FEP	45	44.8	17	17	62	61.8	4%	4%
FEUP	194	194	129	128.3	323	322.3	19%	19%
FFUP	47	47	11	11	58	58	3%	3%
FLUP	78	78	36	36	114	114	7%	7%
FMUP	153	152.5	36	36	189	188.5	11%	11%
FMDUP	38	38	7	7	45	45	3%	3%
FPCEUP	39	38.5	11	11	50	49.5	3%	3%
ICBAS	78	78	28	28	106	106	6%	6%
Rectory	137	137	61	61	198	198	12%	12%
IRICUP	3	3	5	5	8	8	0.5%	0.5%
SASUP	192	191.1	67	67	259	258.1	15%	15%
U.Porto Total	1201	1198.4	488	486.9	1689	1685.3	100%	100%
%	71%	71%	29%	29%				

Source: GRH

Chart 6: Proportion of non-teaching staff (FTE), per gender and organic unit (2008)
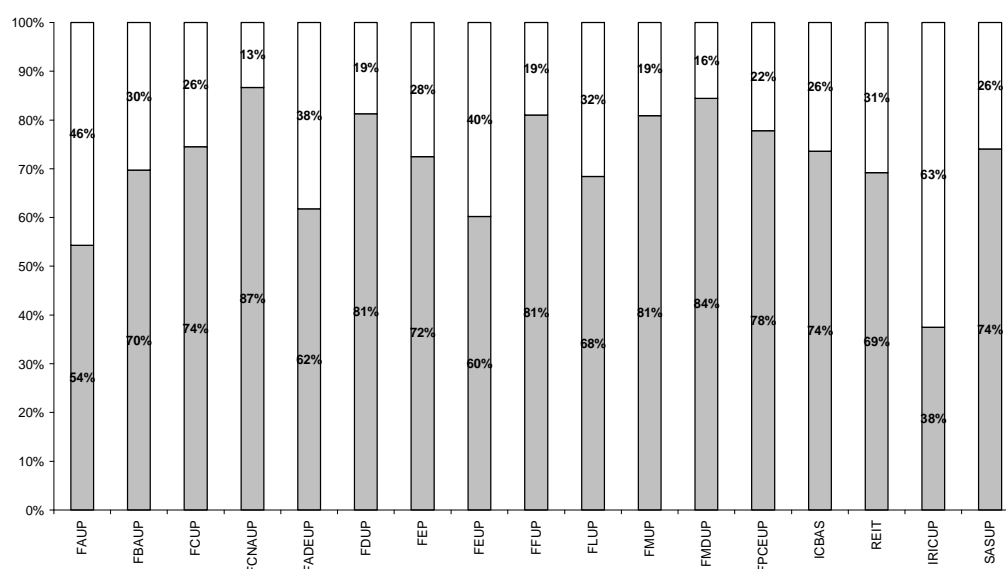
Table 14: Age structure of non-teaching staff (Full time and FTE), per gender (2008)

	F		M		Total		%	
	#	FTE	#	FTE	#	FTE	#	FTE
<30	132	131.5	76	75.6	208	207.1	12%	12%
30-34	211	210.3	108	107.7	319	318	19%	19%
35-39	160	160	78	77.6	238	237.6	14%	14%
40-44	131	130.5	38	38	169	168.5	10%	10%
45-49	176	176	55	55	231	231	14%	14%
50-54	154	154	50	50	204	204	12%	12%
55-59	168	167.1	68	68	236	235.1	14%	14%
60-64	61	61	13	13	74	74	4%	4%
>64	8	8	2	2	10	10	1%	1%
U.Porto Total	1201	1198.4	488	486.9	1689	1685.3	100%	100%

Source: GRH

Chart 7: Age structure of non-teaching staff (FTE), per gender (2008)
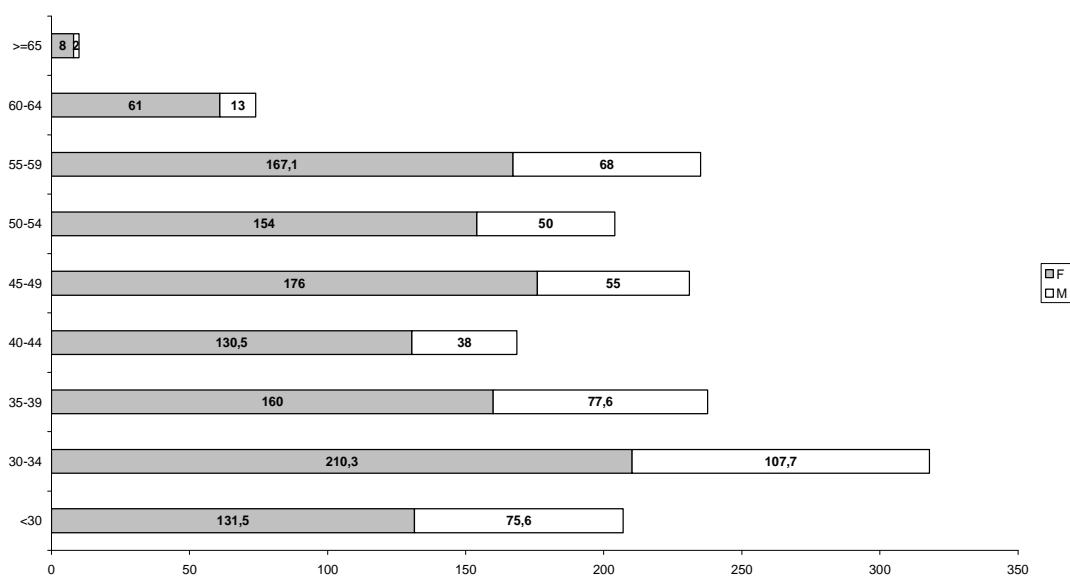
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Table 15: Age structure of non-teaching staff (FTE), per organic unit (2008)

	FAUP	FBAUP	FCUP	FCNAUP	FADEUP	FDUP	FEP	FEUP	FFUP	FLUP	FMUP	FMDUP	FPCEUP	ICBAS	Reit	IRICUP	SASUP	U.Porto Total
<30		1	3.6	2	3		5	59	14	11	25.5	6	8	15	35	4	15	207.1
30-34	6	4	19	8.5	4	5	5.8	85.7	10	17	39	4	11	28	45	1	25	318
35-39	6	7	13	3	8	4	9	62.6	5	23	22	4	9	14	27	2	19	237.6
40-44	1	5	21	1	5	3	5	24	4	16	22	4	5.5	6	21		25	168.5
45-49	10	3	16	4	3	2	5	32	8	11	28	14	5	6	26	1	57	231
50-54	6	4	19	2	3	1	9	24	4	14	24	7	3	11	16		57	204
55-59	1	6	31	1	6	1	16	26	10	17	19	3	7	22	19		50.1	235.1
60-64	5	3	13	1	2		7	8	3	3	7	3		2	8		9	74
>64								1		2	2		1	2	1		1	10
Total	35	33	135.6	22.5	34	16	61.8	322.3	58	114	188.5	45	49.5	106	198	8	258.1	1685.3
Age average	45.5	45.5	47.0	39.1	43.7	39.4	47.0	38.5	41.2	42.9	41.7	44.2	40.1	41.8	40.2	32.8	46.8	42.5

Source: GRH

Table 16: Number of non-teaching staff (Full time and FTE), per nationality and gender (2008)

	M		H		Total		%	
	#	FTE	#	FTE	#	FTE	#	FTE
Portuguese	1191	1188.4	484	482.9	1675	1671.3	99%	99%
Brazilian	2	2	1	1	3	3	0.2%	0.2%
Cape Verdean	2	2	1	1	3	3	0.2%	0.2%
Angolan	2	2			2	2	0.1%	0.1%
South African	1	1	1	1	2	2	0.1%	0.1%
Spanish			1	1	1	1	0.1%	0.1%
French	1	1			1	1	0.1%	0.1%
Romanian	1	1			1	1	0.1%	0.1%
Russian	1	1			1	1	0.1%	0.1%
U.Porto Total	1201	1198.4	488	486.9	1689	1685.3	100%	100%

Source: GRH

Table 17: Number of non-teaching staff (Full time and FTE), per qualifications and gender (2008)

	F		M		Total		%	
	#	FTE	#	FTE	#	FTE	#	FTE
4 years of schooling (1st cycle of basic education)	178	178	67	67	245	245	15%	15%
6 years of schooling (2nd cycle of basic education)	62	62	33	33	95	95	6%	6%
9th grade (3rd cycle of basic education)	158	157.5	56	56	214	213.5	13%	13%
11th grade	55	55	19	19	74	74	4%	4%
12th grade (secondary school)	196	196	63	61.9	259	257.9	15%	15%
Technological/Professional/Other Course level III	11	11	7	7	18	18	1%	1%
Technological/Professional/Other Course level IV	6	6	2	2	8	8	0.5%	0.5%
Bachelors Degree	41	40.1	17	17	58	57.1	3%	3%
Undergraduate Degree	433	432.3	198	198	631	630.3	37%	37%
Post-graduation	14	14	4	4	18	18	1%	1%
Masters	43	42.5	22	22	65	64.5	4%	4%
Doctorate	4	4			4	4	0.2%	0.2%
Total U.Porto	1201	1198.4	488	486.9	1689	1685.3		

Source: GRH

Table 18: Number of non-teaching staff (FTE), per qualifications and organic unit (2008)

	FAUP	FBAUP	FCUP	FCNAUP	FADEUP	FDUP	FEP	FEUP	FFUP	FLUP	FMUP	FMDUP	FPCEUP	ICBAS	Reit	IRICUP	SASUP	U.Porto Total
4 years of Schooling (1st cycle of basic education)	8	6	16	1	5		10	15	3	13	15	5	3	5	13		127	245
6 years of schooling (2nd cycle of basic education)	3	2	14				2	12	2	6	5	1	1	6	6		35	95
9th grade (3rd cycle of basic education)	3	4	22	5	6	1	6	22	12	12	29.5	7	8	17	8		51	213.5
11th grade	2	2	5			3	6	14	2	5	6	2	2	9	7		9	74
12th grade (secondary school)	5	3	17.6	3	7	1	12	69.3	5	17	41	16	12	17	19	1	12	257.9
Technological/Professional/Other Course level III								6	1	3				8				18
Technological/Professional/Other Course level IV									1	1				6				8
Bachelors Degree			6		2			18	3	2	6	2	4	7	2	3	2.1	57.1
Undergraduate Degree	13	14	45	8	12	10	22.8	145	29	53	76	12	18.5	29	119	3	21	630.3
Post-graduation	1		5	1	2		1	1		1	1				5			18
Masters		2	5	4.5			1	20		2	6		1	2	19	1	1	64.5
Doctorate						1	1				2							4
Total	35	33	135.6	22.5	34	16	61.8	322.3	58	114	188.5	45	49.5	106	198	8	258.1	1685.3
% in Higher Education	40%	48%	45%	60%	47%	69%	42%	57%	55%	51%	48%	31%	47%	36%	73%	88%	9%	46%

Source: GRH

Table 19: Number of non-teaching staff (Full time and FTE), per professional group and gender (2008)

	F		M		Total		%	
	#	FTE	#	FTE	#	FTE	#	FTE
Management Positions	20	20	17	17	37	37	2%	2%
Advanced Technician	336	335.3	114	114	450	449.3	27%	27%
Information Technology	28	28	68	67.6	96	95.6	6%	6%
Administrative Positions	251	250.5	59	58.3	310	308.8	18%	18%
Professional Technician	154	154	49	49	203	203	12%	12%
Technician	75	75	42	42	117	117	7%	7%
Assistant	296	295.5	78	78	374	373.5	22%	22%
Worker	11	11	52	52	63	63	4%	4%
Diagnosis and Therapeutical Technicians	29	29	9	9	38	38	2%	2%
Nursing Positions	1	0.1			1	0.1	0.1%	0.01%
U.Porto Total	1201	1198.4	488	486.9	1689	1685.3	100%	100%

Source: GRH

Chart 8: Proportion of non-teaching staff (FTE), per professional group (2008)
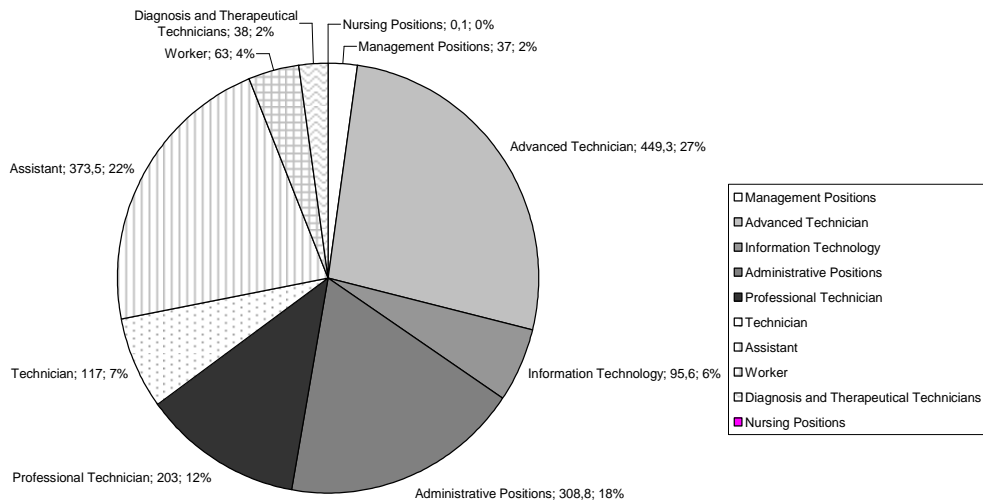
Table 20: Number of non-teaching staff (FTE), per professional group and organic unit (2008)

	FAUP	FBAUP	FCUP	FCNAUP	FADEUP	FDUP	FEP	FEUP	FFUP	FLUP	FMUP	FMDUP	FPCEUP	ICBAS	Reit	IRICUP	SASUP	U.Porto Total
Management Positions	1	1	3	1	2	1	4	8	1	1	1	1	1	1	7		3	37
Advanced Technician	8	8	42	11.5	10	8	15.8	84	19	31	37	7	18	19	113	1	17	449.3
Information Technology		1	9.6	1	1		6	32	1	5	9		1	6	22	1		95.6
Administrative Positions	13	8	15	3	7	5	15	62.3	9	20	56	13	12.5	19	18	1	32	308.8
Professional Technician	2	2	28		3	1	8	67	5	17	22	7	9	21	9		2	203
Technician	1	2	7		1		1	35	7	15	20		3	6	13	5	1	117
Assistant	4	8	19	6	7	1	10	28	12	20	26.5	13	5	14	13		187	373.5
Worker	6	3	12		3		2	6	1	5	4	1		1	3		16	63
Diagnosis & Therapeutical Technician									3		13	3		19				38
Nursing Positions																	0.1	0.1
Total	35	33	135.6	22.5	34	16	61.8	322.3	58	114	188.5	45	49.5	106	198	8	258.1	1685.3

Fonte: GRH

![U.PORTO logo]

Table 21: Number of non-teaching staff (Full time and FTE), per type of employment and gender (2008)

	F		M		Total		%	
	#	**FTE**	**#**	**FTE**	**#**	**FTE**	**#**	**FTE**
Nomination	867	867	321	321	1188	1188	70%	70%
Administrative employment contract	2	1.1	1	1	3	2.1	0.2%	0.1%
Individual employment contract	329	327.3	165	163.9	494	491.2	29%	29%
Requisition	3	3	1	1	4	4	0.2%	0.2%
U.Porto Total	1201	1198.4	488	486.9	1689	1685.3	100%	100%

Source: GRH

Chart 9: Proportion of non-teaching staff (FTE), per type of employment (2008)