

University Autonomy in Europe IV: The Scorecard 2023 Addendum

In addition to the third edition of EUA's Autonomy Scorecard, which was published in March 2023, a series of country profiles were released between Autumn 2023 and Spring 2024. The comprehensive analysis of all indicators in these systems revealed that in some cases there was a need for a different categorisation of specific situations. While the Scorecard's European comparative perspective requires simplifying complex and diverse higher education systems, the release of the country profiles led to some adjustments in four countries—Lithuania, Portugal, Spain, and Türkiye— which allowed to better reflect upon their respective circumstances.

Organisational autonomy

covering academic and administrative structures, leadership and governance



Financial autonomy

covering the ability to raise funds, own buildings, borrow money and set tuition fees



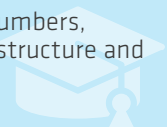
Staffing autonomy

including the ability to recruit independently, promote and develop academic and non-academic staff



Academic autonomy

including study fields, student numbers, student selection as well as the structure and content of degrees



The present document outlines the changes made and highlights all affected areas, including timelines, ranking tables, graphs, and maps. As a result, some scores in these systems differ from those presented in the report initially published in March 2023.

The country profiles and the updated version of the comparative report released in Spring 2024 now reflect the adjustments made.

Changes have been recorded in two autonomy dimensions: financial and staffing, affecting data sets from 2010, 2017 and 2022 to varying degrees. These changes are summarised below and contextualised in the relevant country profiles.

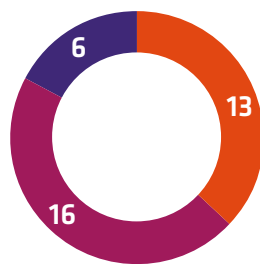
Financial autonomy

1. Ability to keep surplus on public funding

A correction was applied to Spain. The system is now categorised under “allocation of the surplus is predetermined by external authority” (for 2017 and 2022 data sets) instead of “universities can keep any surplus generated on public funding” previously. In graph 9, Spain therefore features in the category “universities can keep surplus with restrictions”.

As a result, Spain records a decrease in the overall score in the financial autonomy dimension from 55% (in 2010) to 52% (in 2017 and 2022).

Graph 9 Ability to keep surplus on public funding

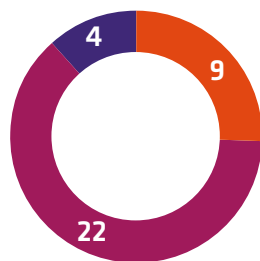


- **Universities can keep surplus without restrictions**
 AT, DE-he, DE-nrw, DK, EE, FI, FR, IT, LV, SI, SK, UK-en, UK-sc
- **Universities can keep surplus with restrictions**
 BE-fl, BE-fr, CH, CZ, DE-bb, ES, GE, IS, LU, NL, NO, PL, PT, RO, SE, TR
- **Universities cannot keep surplus**
 CY, GR, HR, IE, LT, RS

2. Ability to borrow money

A correction was applied to Portugal. The system is now categorised under “universities can borrow with approval of external authority” (for 2010, 2017 and 2022 data sets) instead of “universities are not able to borrow”. In graph 10, Portugal therefore features in the category “universities can borrow with restrictions”.

Graph 10 Ability to borrow money

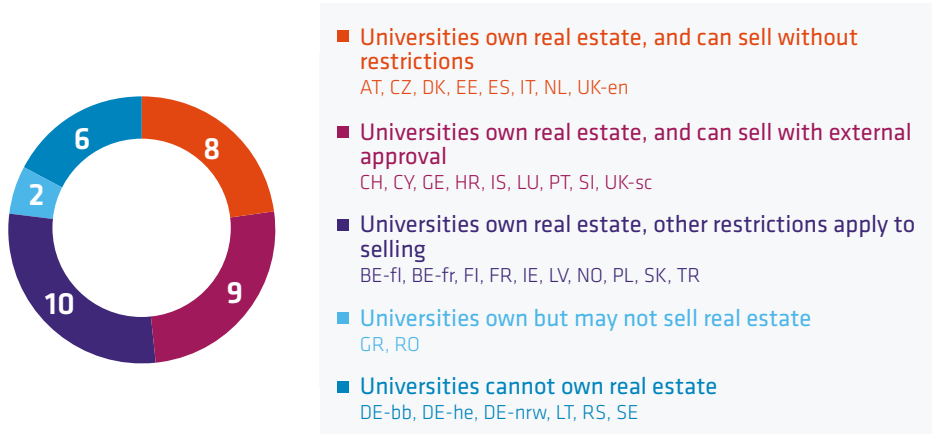


- **Universities can borrow without restrictions**
 BE-fl, BE-fr, CZ, DK, EE, FI, LV, NL, RS
- **Universities can borrow with restrictions**
 AT, CH, CY, DE-bb, DE-nrw, ES, FR, GE, HR, IE, IS, IT, LT, LU, PL, PT, RO, SE, SI, SK, UK-en, UK-sc
- **Universities cannot borrow**
 DE-he, GR, NO, TR

3. Capacity to sell real estate

A correction was applied to Portugal. The system is now categorised under “universities can sell with external approval” (for 2010, 2017 and 2022 data sets) instead of “universities may own real estate, other restrictions apply to selling”.

Graph 12 Capacity to sell real estate



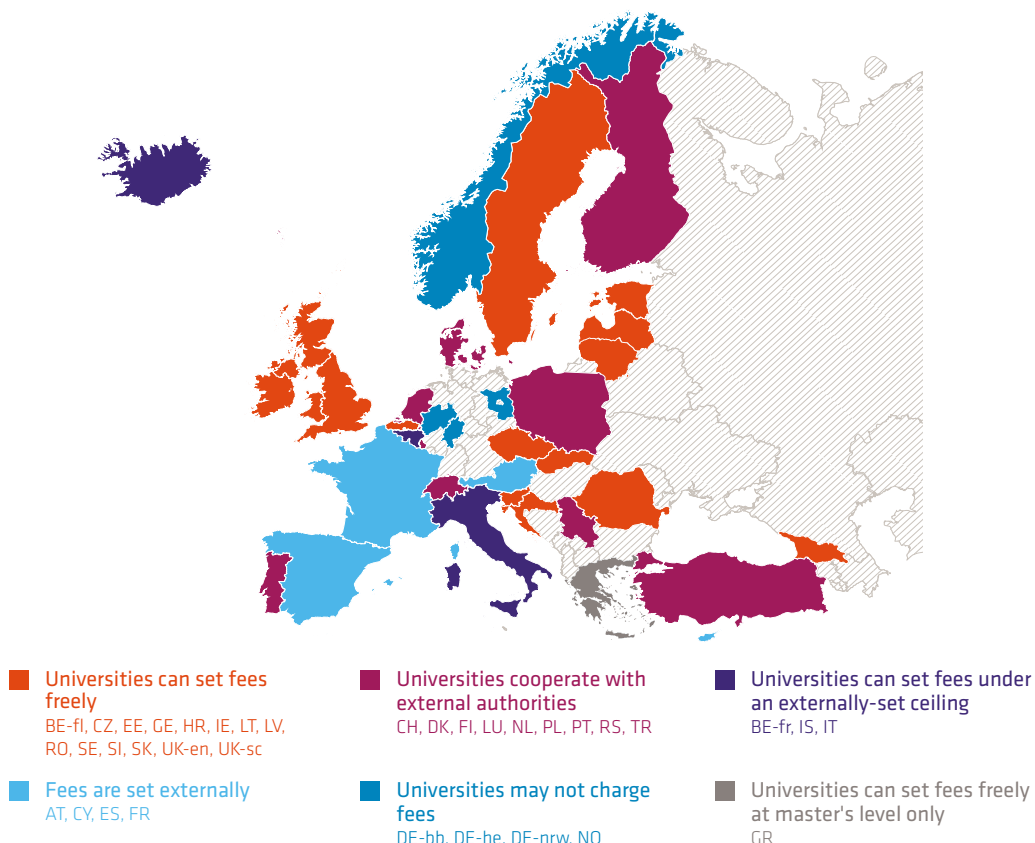
4. Capacity to set fees for international students

A correction was applied to Portugal. The system is now categorised under “universities cooperate with external authorities to set fees” (for 2017 and 2022 data sets) instead of “universities can set fees freely”.

Cumulatively, the changes applied to Portugal result in revised scores in the financial dimension, from 75% (in 2010) to 67% (in 2017 and 2022).

Map 4 Fee setting for international students

(bachelor’s and master’s degree levels)



Staffing autonomy

1. Capacity to recruit senior administrative staff

A correction was applied to Türkiye. The system is now categorised under “recruitment carried out by external authority for all staff” (for 2010 and 2022 data sets) instead of number of posts regulated by external authority for all staff”. This does not affect graph 13 on senior staff recruitment.

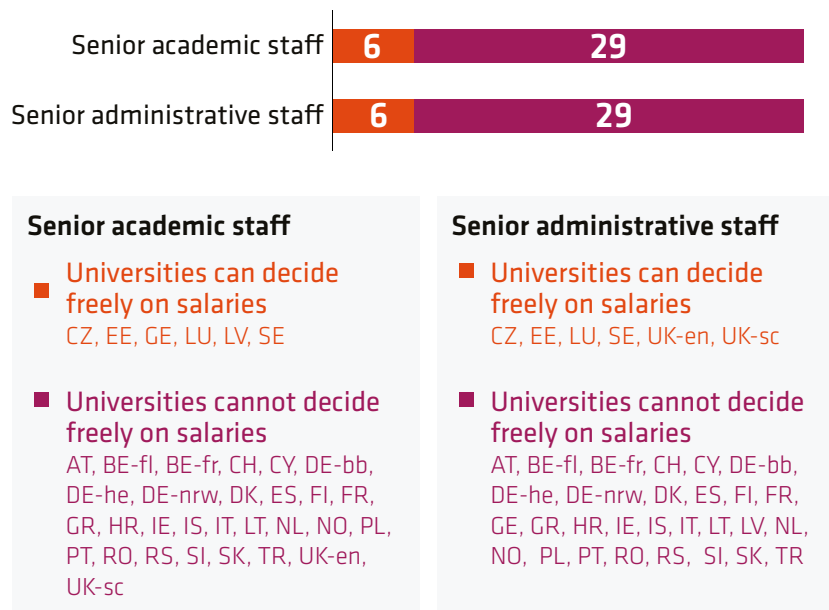
The change applied to Türkiye results in a revised score in the staffing dimension of 47% for both editions the country took part in.

2. Capacity to set salaries for senior academic and administrative staff

A correction was applied to Lithuania. For senior academic staff, the system is now categorised under “overall limit for all staff payments” instead of “salary bands”. For senior administrative staff, the system is now categorised under “overall limit for all staff payments” instead of “free to set salaries”. This correction applies to the 2010, 2017 and 2022 data sets. This affects graph 14 on senior staff salaries, with Lithuania moving to the category “universities cannot decide freely on salaries” for senior administrative staff.

Cumulatively, the changes applied to Lithuania result in a revised score in the staffing dimension of 82% for all three editions.

Graph 14 Senior staff salaries



Autonomy rankings

The changes described above have impacted the ranking tables in both the financial and staffing dimensions, thereby influencing the positions of other systems as well.

Czechia, Denmark, Finland, and the Wallonia-Brussels Federation moved up in the financial ranking.

Spain, the Wallonia-Brussels Federation, Italy, and Slovenia moved up in the staffing ranking.

None of these changes has resulted in change of clusters.

Table 4 Financial autonomy ranking

Rank	System	Score Financial autonomy
1	Latvia	90%
2	England (UK)	89%
3	Scotland (UK)	80%
4	Estonia	77%
5	Luxembourg	75%
	Romania	75%
7	Flanders (BE)	74%
8	Switzerland	72%
9	Georgia	71%
10	Italy	70%
11	Czechia	69%
	Denmark	69%
13	Slovakia	68%
14	Finland	67%
	Portugal	67%
16	Netherlands	66%
	Slovenia	66%
18	Ireland	63%
19	Lithuania	61%
20	Iceland	60%
	Poland	60%
22	Austria	59%
23	Sweden	56%
24	Wallonia-Brussels Federation (BE)	54%
25	Spain	52%
26	Croatia	46%
27	Brandenburg (DE)	44%
	France	44%
29	North Rhine-Westphalia (DE)	43%
30	Serbia	40%
31	Türkiye	37%
32	Hesse (DE)	35%
	Norway	35%
34	Greece	31%
35	Cyprus	23%

Table 5 Staffing autonomy ranking

Rank	System	Score Financial autonomy
1	Latvia	90%
2	England (UK)	89%
3	Scotland (UK)	80%
4	Estonia	77%
5	Luxembourg	75%
	Romania	75%
7	Flanders (BE)	74%
8	Switzerland	72%
9	Georgia	71%
10	Italy	70%
11	Czechia	69%
	Denmark	69%
13	Slovakia	68%
14	Finland	67%
	Portugal	67%
16	Netherlands	66%
	Slovenia	66%
18	Ireland	63%
19	Lithuania	61%
20	Iceland	60%
	Poland	60%
22	Austria	59%
23	Sweden	56%
24	Wallonia-Brussels Federation (BE)	54%
25	Spain	52%
26	Croatia	46%
27	Brandenburg (DE)	44%
	France	44%
29	North Rhine-Westphalia (DE)	43%
30	Serbia	40%
31	Türkiye	37%
32	Hesse (DE)	35%
	Norway	35%
34	Greece	31%
35	Cyprus	23%