

SOCIETY OF MINING PROFESSORS

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Attracting, Retaining and Developing  
Mining Academics

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# Latin America

- 50 Mining Engineering Schools
- 10000 undergraduate students
- 200 Graduate Students mainly M.Sc.
- 250 Full time lecturers
- 250 Part time lecturers
- The region needs about 10 new academics per year



# Main problem

- Compensation package
- Difference with industry is 2:1
- We need to convince industry to collaborate
- One alternative is the creation of chairs
- At PUCP we recently created the Newmont chair to sponsor one new academic position in mining
- Mentoring is the induction process



# Selection

- First condition: Being an example, a leader.
- Field experience
- Excelent communicator
- Dominion of his area of interest
- Research skills
- Sociable, good networking abilities
- At PUCP the selection is through a public contest



# Retaining

- Salary is not the only issue
- Working environment seems to have more importance as long as salary is more or less competitive.
- A full time lecturer must give 10 hours per week of lectures
- Another 10 hours per week must be devoted to research. This is another source of income.



# Developing

- New academics usually below 40 years of age
- They enter academic life as assistant professors for min. 3 years. MSc. Degree required
- Through contest they can move to associate professors where they remain a minimum of 5 years. Phd. Degree required
- Promotion to full professor (Profesor Principal) with ratification every 7 years.



# The real problem

- It is not only what we believe a new mining academic should be.
- It is what industry expects from a new young mining academic



THANKS  
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