

## Message from the Organizing Committee

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We are thrilled to announce the Proceedings of the 1st Precarity and Instability in Academia Symposium (PIAS). PIAS is a new event dedicated to exploring the (not so) subtle precariousness of the academic environment, delving into topics that usually go unnoticed or are quietly banned from other venues. These topics include quantifying economic instability (such as the adequacy of Ph.D. salaries), perceptions of pursuing a research career as told by the students themselves, and the existence of gender disparities in universities from early to senior positions. We created PIAS in response to the difficult conditions that many researchers face in academia, especially within Spanish public institutions, and the lack of spaces dedicated to addressing issues that affect the academic environment. With this initiative, we aim to create a collaborative space where we can openly discuss the current challenges in research, identify underlying causes, and explore practical solutions for meaningful progress. For the peer review process, we decided to follow best community practices from other conferences and use a double-blind approach. Given the interdisciplinary nature of this symposium, we opened a self-nomination form to involve reviewers from diverse backgrounds—such as life scientists, humanities scholars, engineers, and historians—, while also aiming to include representatives from a broad range of national institutions, including both early-career researchers (i.e., Ph.D. students) and established professors. Our main goal was to be as rigorous as possible, whilst accepting the implicit somewhat cynical nature of the symposium. For each submission, we assign at least 3 reviewers, with one or more being a senior reviewer. Each submission is then given a tentative decision, which can be “Reject”, “Accept with Minor Revision”, or “Accept with Major Revision”. Major Revisions are assigned a shepherd to help authors shape the final version of the paper before the Camera-Ready deadline. For tentatively accepted submissions, authors receive the reviewers’ comments and are asked to make appropriate changes for the final version. Submissions that fail to meet the expectations are rejected. Following this process, we received 9 submissions. Of these, 1 was desk-rejected for not being even remotely related to the topic of the symposium, 1 was rejected, and 7 papers were accepted into the program.

We contacted the authors of accepted papers to invite them to present their works at the venue in December 2024. Although not mandatory, all agreed to make a presentation in person, followed by a short time for questions from the audience. We are grateful to the Universidad Carlos III de Madrid, and in particular its campus in Leganés, for generously hosting this first edition of PIAS.

Last but not least, we would like to thank all the people who made the first issue of PIAS possible. It is because of their work, trust and support that this symposium exists today:

**General Chairs:**

- Caterina Fuster-Barceló, Universidad Carlos III de Madrid
- José Miguel Moreno, Universidad Carlos III de Madrid

**Program Chairs:**

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- Rubén Nicolás-Sans, UNIE Universidad

We hope that this symposium will be the first of many where we can openly discuss the precarity and instability in academia, and hopefully contribute to fixing it one paper at a time.

Sincerely,

Caterina, José Miguel and Alejandro

Co-General Chairs of PIAS 2024 and Program Chair of PIAS 2024