

UniGov - Improving Governance Practices and Palestinian Higher Education Institutions

University academic staff evaluation

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Academic staff

- **Different scientific areas**
 - Science and technology
 - Arts (design, music, theater,...)
 - Humanities
 - Management
- **Also different missions**
 - Teaching
 - Research
 - External services
 - Management (faculty, programs, courses, ...)

Academic staff

- **Each goal is classified as a function of ...**
 - **Duration (hours, months, ...)**
 - **Relevance (journal ranks, size of conference, ...)**
 - **Number (classes, students, papers, ...)**
 - **Self assessed relevance**

Academic staff

- **Evaluator**
 - **Is more a validator than evaluator ...**

Academic staff

- **Teaching**
 - **Teaching ($\text{hours} * \text{student_eval} * \text{self}$)
(1+ number of students/30)**
 - **Supervision of (Msc, PhD)**
 - **Publishing teaching books**
 - **Extra-curricular activities**

Academic staff

- **Research (Scientific and Artistic creation)**
 - **Book, chapter, Journal article, Conference paper**
 - **Artistic creation (painting, music, play, ...)**
 - **PhD thesis**
 - **Prizes**
 - **Journal and book main editor**
 - **Conference Guest speaker**

Academic staff

- **Research (Scientific and Artistic creation)**
 - **Number citations**
 - **Leader of scientific societies**
 - **R&D projects**
 - **Organizing conferences (number of participants)
or exhibitions and cultural events**

Academic staff

- **Services to the community and contracts**
 - **Patents**
 - **Organizing dissemination Events**
 - **Dissemination documents**
 - **Professional/technical teaching**
 - **Consulting projects/contracts**

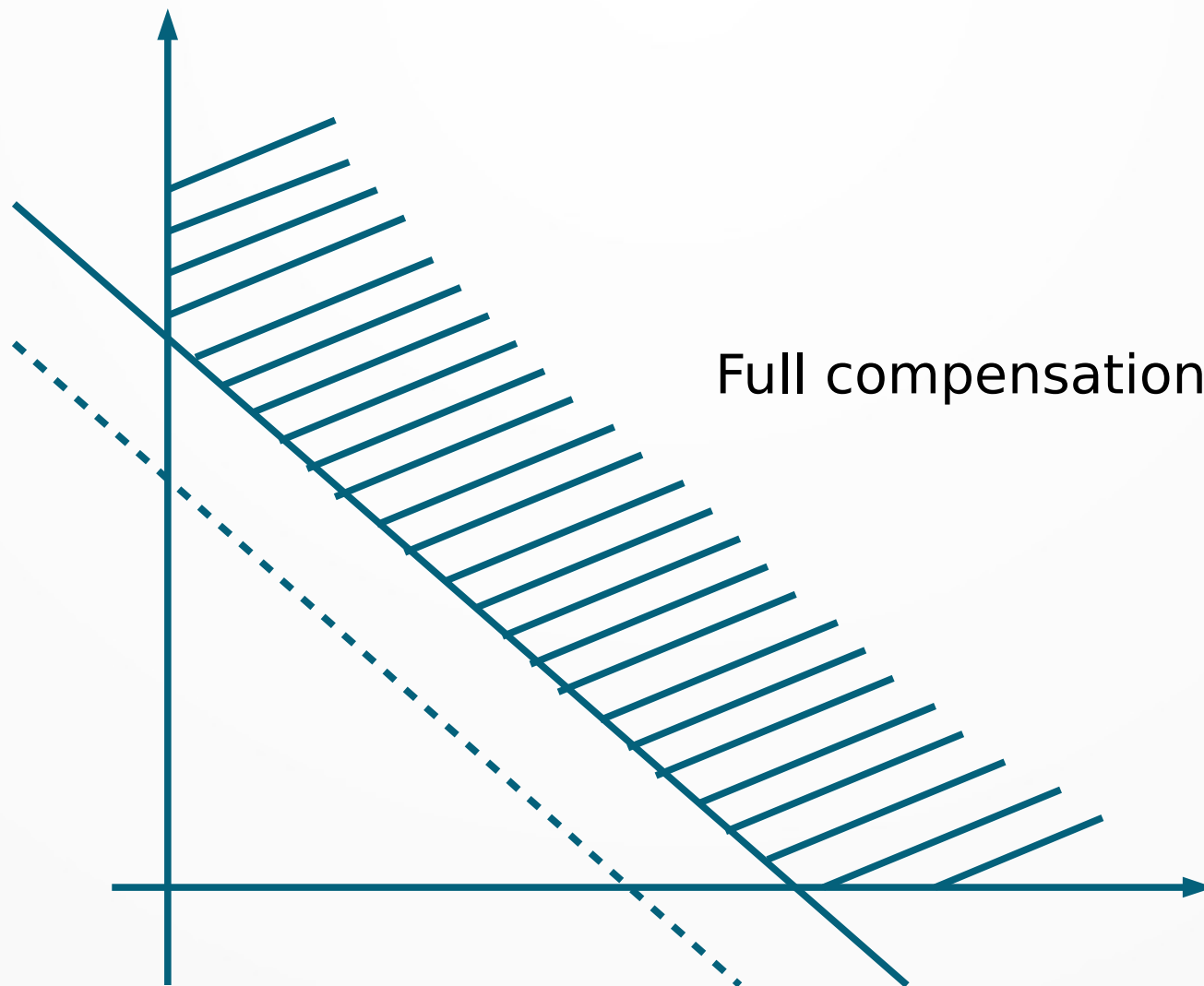
Academic staff

- **University Management**
 - **Scientific, Pedagogical, and General councils (number of months)**
 - **Faculty and Department Assembly and director**
 - **Program and summer school coordinator (type of program, number of students,...)**
 - **Evaluator (number of evaluated persons)**
 - **Research center (director, scientific coordinator, full member, etc...**

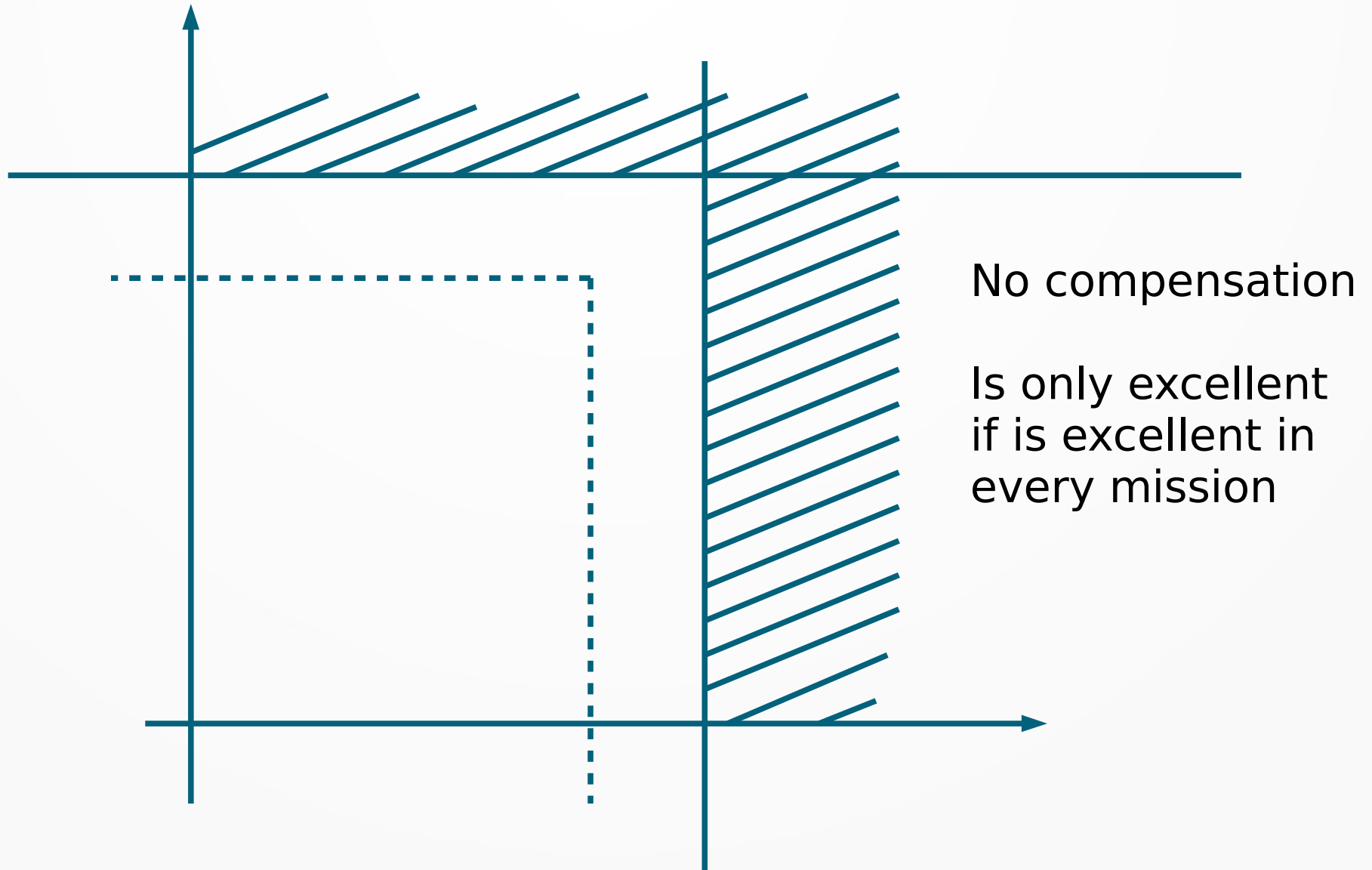
Academic staff

- **How to add and weight the points from 4 different missions?**
- **If there is a simple sum ...
... there will be compensation among the missions**

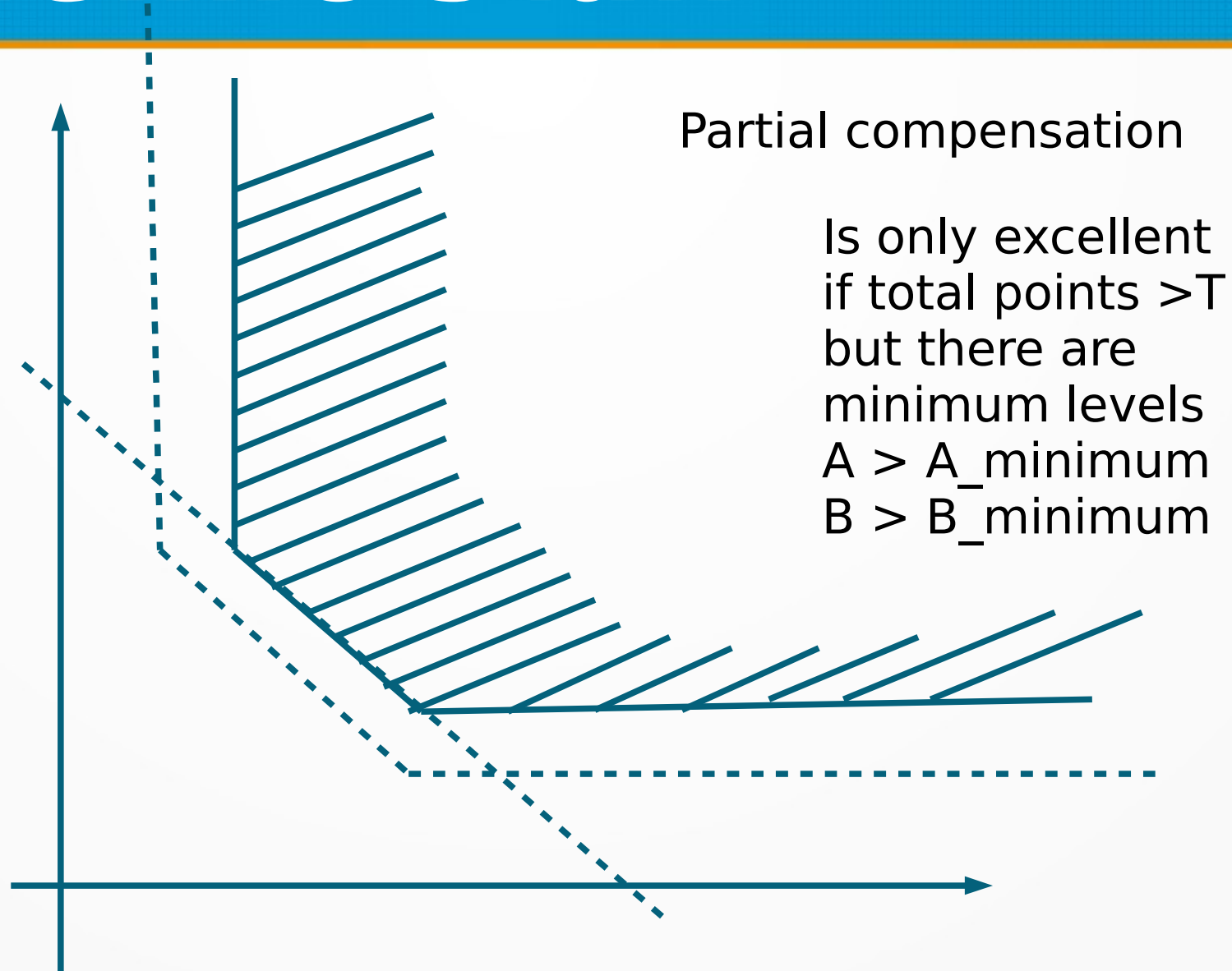
Academic staff



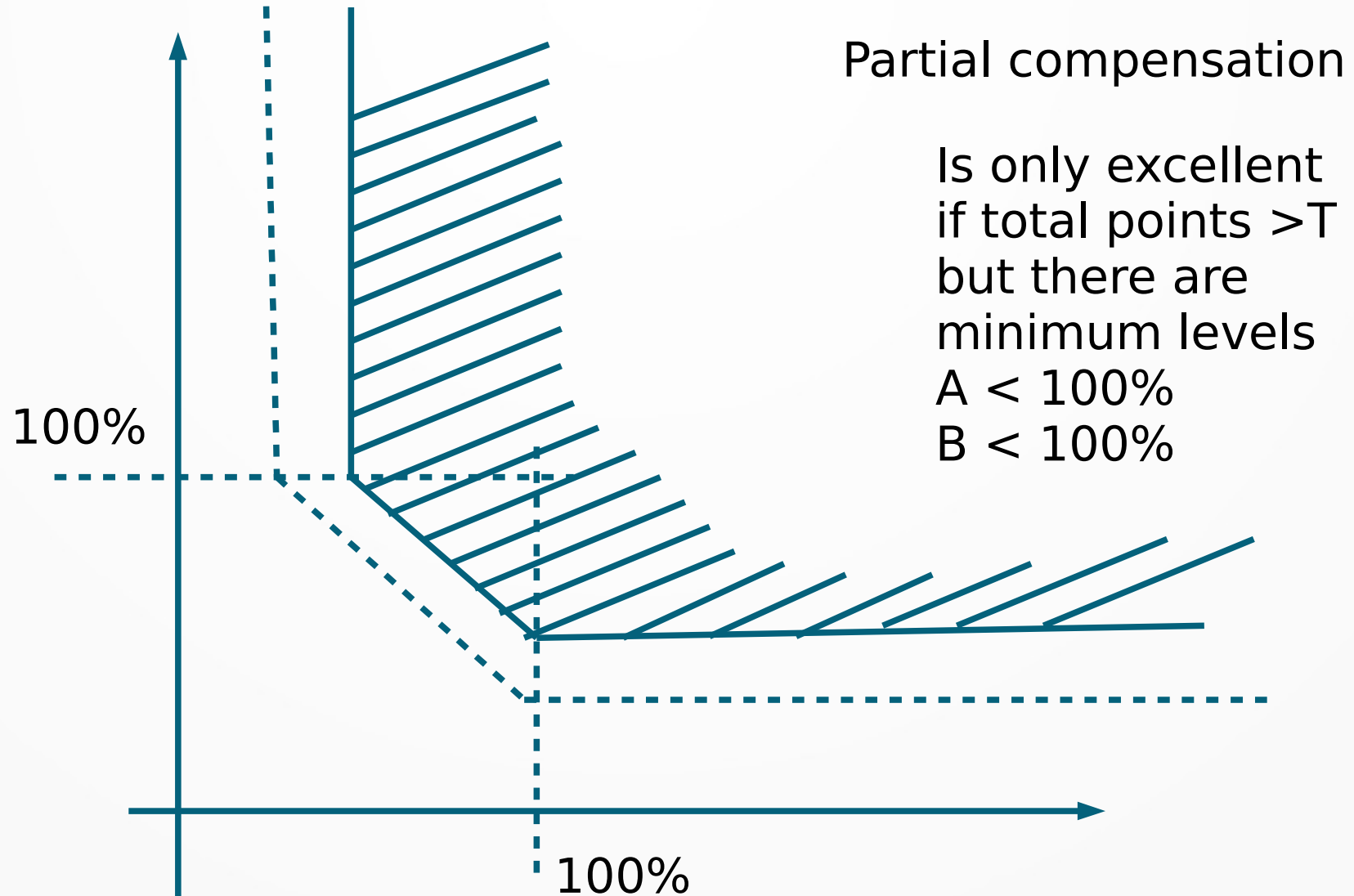
Academic staff



Academic staff



Academic staff



Academic staff

- **How to weight the points from 4 different missions?**

Teaching	40%
Research	40%
Extension	10%
Managment	10%

Academic staff

- **Total classification every 3 years**

Teaching	0-100
Research	0-100
Extension	0-100
Managment	0-100

Weighted
average

Excellent	80-100
Good	60-80
Fair	40-60
Negative	0-40

Academic staff

- **Consequences of the evaluation**
 - **2 Consecutive excellents → Career progression**
 - **2 Consecutive negatives → Process that may Stop the contract.**

Academic staff

- **Criticism (1)**
 - **Alternating classifications between “excellent” and “good”**
Good, excellent, Good, excellent, etc....
 - **Will never make a career progression!**

Academic staff

- **Criticism (2)**

- **For state employees**

- excellent=3, good=2, fair=1*

- **Accumulated points are not lost**

- **The same is being asked by the academic staf**

- ... | 2,1,3, ...

Academic staff

- **Criticism (3)**
 - **Although the missions for academic staff seems to be common to everybody...**
 - **Different scientific (or artistic) areas have different rules and traditions...**

Academic staff

- **Criticism (3)**

There are different ways to see...

Average number
of authors

Journals

Conferences

Patents

Publishing rythms

Artistic
Creation

Contracts and services

Academic staff

- **Criticism (4)**
 - **Excessively Complexity is criticised**
 - **Increase Complexity is not consensual**
 - **Simplify the system is not consensual**

Thank you