

Abstract

Faculty Members' Attitudes At Palestinian Universities Toward Promotion Procedures Practiced At These Universities

Purpose :

The purpose of this study was to investigate the faculty members attitude at the palestinian universities toward the promotion procedures practiced at these universities .

Research questions

1. What are the Palestinian University faculty members' attitudes toward promotion procedures ?
2. Does the qualification (degree) affect the faculty members' attitudes towards the promotion procedures effective at Palestinian universities ?
3. Does the university have an influence on faculty members' attitudes towards the promotion procedures effective at Palestinian universities ?
4. Do the questionnaire dimensions have an influence on the faculty members' attitudes toward the procedures of promotion effective at Palestinian universities ?
5. What weights of faculty members' activity areas are accredited for promotion purposes at Palestinian universities , from the faculty members' point of view .
6. What weights of faculty members' activity areas are suggested for promotion purposes at Palestinian universities ?
7. What drawbacks do faculty members suffer from concerning the procedures, criteria and procedures of promotion at Palestinian universities ?
8. What suggestions do faculty members have to develop the promotion procedures at Palestinian universities ?

Methodology

The population of the study consisted of all faculty members of the Palestinian university .

The researcher used AL - Khatib questionnaire, designed in 1989. The questionnaire was tested and was found to be both reliable and valid . Reliability was determined by administering (test) . the questionnaire to a random sample of faculty members . The instrument was readministered (retested) to the same sample two weeks later , and a coefficient of reliability between the scores (0.93) was computed .

Moreover , the questionnaire was checked for validity by a group of experts on the subject .

The collected data was analyzed by the computer, and the following statistical methods were used to test the hypotheses of the study :

1. ANOVA
2. Scheffe
3. Multiple Comparison Test .

Findings and conclusions :

Results of this study have revealed that the variables of qualification, university and questionnaire dimensions influenced the Palestinian university faculty members' attitudes toward promotion procedures effective at Palestinian institutions of higher education .

- The study also revealed that the promotion procedures, currently applied at Palestinian universities , needed reconsideration because it lacks clarity and fairness . Some subjective factors may interfere to influence the decisions of promotion . The study , moreover , revealed the existence of difficulties pertinent to the publication of faculty members' scholarly work .

Recommendations

Based on the study findings , the researcher recommends that the Ministry of Higher Education has to adopt a unified promotion procedures in all Palestinian universities . These procedures should be characterized by objectivity , comprehensiveness , clarity and simplicity . The researcher also calls for the necessity to achieve the following :

1. Providing opportunities for the creative university faculty members to get promotion without restricting this promotion to the member of published works or conditioning promotion to the passing of a specified period of time from one rank to another .
2. Creating an academic organ specialized in following up promotion procedures of faculty members so that they get promotion in due courses .
3. Creating a higher authority with full powers to which faculty members may resort to when they feel oppressed by specialized committees associated with promotion decisions .
4. Supporting scientific research allocations in order to encourage faculty members to conduct serious and useful research .
5. Expanding the publication base and informing the faculty members annually of accredited scholarly journals for publication purposes .