

## Requirements for revising and rewriting the regulations for the promotion of faculty members in Iran's higher education institutions

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### ABSTRACT

The regulations for promotion of academic faculty members are one of the important drivers in the field of education and research in higher education and one of the important drivers in directing science, technology and innovation policies in the country. Therefore, any change in this regulation can affect the path of science, technology and innovation in the country and bring important consequences even in political and social fields. Therefore, this study seeks to answer the question of what features and specifications should the revised and updated version of the promotion regulation have? To suit the needs of different stakeholders and to be more responsive and effective? This research is qualitative and thematic analysis. The method of collecting data and information included interviews, library studies and comparative studies. Also, while interviewing academic experts and experts in the field of study, efforts have been made to collect and analyze additional data. These interviews were conducted in a targeted manner with 20 academic experts and experts (with snowball sampling method) in the field of the subject. In the qualitative part of the research, 37 codes and 5 main themes were identified and prioritized by open and central coding of the data obtained from the interview and the expert panel for the amendment of the regulations for the promotion of faculty members. In open coding, 37 initial codes were extracted from interviews with experts, and finally, this network of themes were categorized into 5 main themes. According to the experts, the priority of these topics for examining "the effect of the regulations on the promotion of academic faculty members on the future of higher education in the country" are: society's expectations from the university, the satisfaction of academic faculty members with the implementation of the regulations, the compatibility of the regulations with the macro trends, the effectiveness of the regulations. From the emerging technologies, the analysis of interdisciplinary researches (the lagging of regulations from the 3rd and 4th generation universities).

**Keywords:** promotion regulation, higher education, scientific development, review.



## Introduction

It has been more than 7 years since the approval and announcement of the regulations for the promotion of faculty members, during which no specific amendments have been applied in the regulations in accordance with the consideration of quality and macro trends. It is obvious that the main goal of the rank promotion regulation cannot be to promote academic staff members from assistant professor to assistant professor, or from assistant professor to full professor without improving the quality of education, research, technology and social impact of the university, because our ancestors were also concerned about science and The world has not and does not have such an opinion. It has been stated in the medical books that the most virtuous physician is the one who takes care of the treatment in order to save the hereafter, that by the use of this character, the life of the world will be as perfect as possible and the salvation of the future will be spared. As if the purpose of the farmer is to scatter seeds, that is his strength. But the straw, which is the grass of the stars, will also be produced accordingly. Among the effects of the promotion regulation on higher education, we can mention the change in the population of higher education, the change in the quality of the relationship between higher education and industry and society, and the change in the goals and mission of institutions and scientific institutions. The non-compliance of changes in the regulations with the needs and priorities of higher education, society, industry and professors' demands cannot have dramatic effects on the process of higher education, which is the subject of this article. Therefore, the purpose of this study is to "investigate the effects of the regulations on the promotion of faculty members on the future of higher education in the country and the requirement to make it more efficient" and to answer the main question: what changes should be made in the current version of the promotion regulations in order to Increase its effectiveness, adaptability and efficiency?

## Methodology

The current research was mainly exploratory and based on qualitative research, and the method of its investigation is theme analysis. Themes contain important information in the data and to some extent show the meaning and concept of the pattern of a set of data. The process of thematic analysis begins when the analyst considers semantic patterns and topics that have potential appeal. be the next researches. After an in-depth review of the research literature and review of other researches and compiling a comparative table with the guidance of a number of experts, questions were prepared for the interview and expert panel. According to structured and in-depth interviews with experts and obtaining their views, the theme analysis method has been used as one of the most flexible and efficient methods. The method of collecting data and information includes the method of library studies with note-writing tools and field studies with interview tools. For this purpose, first, by using the library method and the writing tool, the history of the subject was investigated and the initial model was compiled based on the history. In the field method, using the semi-structured interview tool, the content analysis method was used to analyze and review the regulations for the promotion of faculty members. The community of experts in this research included academic and executive elites. 20 academic and executive experts were interviewed, and from the 18th interview onwards, no new data and information were identified, so the sampling adequacy was confirmed in the 20th interview.

## Findings

Before conducting the interviews, the information needed for the research, such as the objectives of the research and also the model resulting from the review of the research literature, were presented to the interviewees so that they have brief information about this research and the objectives and to avoid receiving irrelevant information as much as possible. The interviews continued until reaching theoretical saturation (that is, where no new information was obtained). According to the theoretical foundations, the background of the research and also the regulations of the promotion, the basics of interviewing the experts were provided. After explaining the goals and questions of the research, the following themes were obtained: Society's expectations from the university, faculty members' satisfaction with the implementation of the regulations, the compatibility of the regulations with the macro-trends, the impact of the regulations on emerging technologies, the analysis of interdisciplinary research - (the lagging behind the regulations from the 3rd and 4th generation universities). 36 codes were identified only in response to the question of the regulation of promotion and prioritization of these factors, to "upgrade" and transform the status of faculty members and the future of higher education in the country. In order to compile table (5), explanations were given

about the questions and the process of reforming the regulations for the promotion of faculty members, and the opinion of the experts was saturated until the 18th interview, but the interview continued until the 20th person and was stopped. 36 codes were identified in open coding only in response to the question of promotion regulations and prioritization of these factors, for "upgrading" and transforming the status of faculty members and the future of higher education in the country, and then 5 main codes of society's expectations from the university, satisfaction of faculty members The science of the implementation of the regulations, the compatibility of the regulations with the macro trends, the impact of the regulations on emerging technologies, the analysis of interdisciplinary researches (the lagging of the regulations from the 3rd and 4th generation universities) were identified with the guidance of experts and in the following 37 main codes were categorized into main and sub-themes.

## Conclusion

Based on the indicators listed in table (1) "Scientific indicators of the country in valid national and international rankings" and compared to the results of interviews with experts in tables (5) and (6); Our rank in scientific production index is 15 with 64822 editions in the year 1400 (2021), if according to the results of tables (5) and (6) and interviews with experts, based on the vision document and the statement of the second step of the revolution and development plans Iran should reach a very high position in science, technology and civilization in a certain horizon. For this purpose, the regulation should be prepared in such a way that it can achieve this important goal. In fact, the knowledge scoring system can be tied to the creation of civilizational values. Another concern of the experts is the lack of attention to the selection of titles of student projects with the country's system of problems, and somehow the university is caught up in abstract issues and has no connection with politics, society, and life, and the role of the university in solving problems and dilemmas is not a solution. On the other hand, experts considered publishing articles in international journals and focusing on personal promotion and quantification as a serious weakness of the regulations. The index of scientific diplomacy related to the regulations for the promotion of academic faculty members, the rank of our country is number 20 in the year 1400 (2021), while experts point to the need to further strengthen the indicators of scientific diplomacy through student-professor exchange with prestigious international universities and the need to strengthen and develop International cooperation in universities was emphasized in order to maintain and improve the ranking of universities.

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