

Establishment of faculty development center of Shahid Beheshti University (Necessities, Equipment & Programs)

Zahra Marzban, Dr. Mohamad ghahramani, Dr. Zahra sabaghian

Department of Management, Shahid Beheshti University, Tehran, Iran

ABSTRACT

The major objective of this research was Studying of establishing faculty development center at shahid beheshti university (human resources - Equipment -programs). In this study that implemented by descriptive- survey research, a sample of 160 of faculty members of SBU filled out the questionnaire which was made by the researcher the needed data's were collected from these samples.

The validity and reliability of these tools were gained by getting experts' opinions, interviewing, conducting an experiment of a 30-people sample and calculating cronbach's Alpha. The collected data was analyzed via descriptive statistics, and the results showed that establishing the center for faculty members' development in Shahid Beheshti University is necessary, managing this center can be under the supervision of faculty members and even it can be as a none governmental organization.

All expiries are needed to manage this center. Faculty members and experts believe that Shahid Beheshti University is the most important financial supporter to found this center, And this center can be an in comproducer by giving services. The university should provide needed hardware and software facilities for the center. All development programs has confirmed all organizational, professional instructional and person forms. In these centers there are programs which help to improve faculty memebtrs' professional activities.

KEY WORDS: Faculty member - faculty development center.

1. INTRODUCTION

Within recent decades all universities are under daily-increasing pressures and (Paul Remzden, 2001).To be more sensitive and reliable against relevant accidents and changes require that all universities and higher education institutes and specialists of higher education endeavor for a complete development of their own members of scientific board. This is because they are considered as the major and main factors of State's educational structure with qualitative and quantitative direct effects on higher education functions. Since there is a determinative role and position for higher education in further economic, social and cultural development of country with training of required special man power at different sections by higher education sector, it is really fundamental to have more developments in this part and especially members of the scientific board (Gharoon, 1994). Higher education system is a goal-based phenomenon for upgrading the internal / external efficiency of universities including its political system. This may depend upon various factors from which upgrading the efficiency and facilities of scientific board members is the most one (Hosseini Nassab, 1994, p 67). Within Higher education has an exclusive and non-expected growth throughout the world within recent two decades.

A lot of new institutes in higher education sector have been appeared due to the increasing demands for entering into universities. On the other hand, due to development and creation of new fields based upon society needs may cause creation of new courses and/or lot of changes accompanied with daily increase of demands by industry and servicing centers for professional graduates and more pressures for changing and/or revising the university situation especially in the field of education and members of scientific boards. Finally all mentioned changes caused more pressures on facilities, resources and organizational structure of higher education institutes. (Martinez, 2002).

For this purpose, all involved people in higher education appointed by UNESCO intend after performed some detailed researches at continents and different countries, to prepare a complete program for satisfying current needs in upgrading facilities of university professors and especially limited needs of elevating the members of the board of directors (Mayer, 2004).

Regarding the fundamental and important role of professors in training of special man power for different sectors of society, higher education, all involved people in main researches in production, services and human sciences fields have a special attention to professors and members of scientific board and support any upgrading of their scientific situation. All professors may also welcome to professional responsibility and upgrading their situation. The real meaning of universities in research literature is different centers and institutes with rich human resources with different obligations against their societies.

In fact, members of scientific boards are the main frontiers of science and knowledge of the society for implementation of most advanced sciences and technologies with suitable management of technologies and further success of the society. (Martinez, 2003).

Today there are different management methods for university affairs for reaching to ideals of scientific board due to various economic, cultural and political reasons of society which are different from one country to another. The most important factors are centralization degree, teaching priorities, learning and/or research, budget rate and number of scientific board members and personal executive activities at different situations for obtaining mentioned ideals. In spite of all these varieties, the major goal of all activities is to upgrade general quality of university education (Stevenson, 2002, p14) from which elevation of scientific board may put the universities in a better way.

Gaff was one of the first American people who intended to explain this concept. He believes that elevation of members of scientific board means upgrading of talents, development of interests, upgrading the competencies and/or facilitation of professional & personal growth of members of the scientific board. It is specific for the role of an educator.

Freidman & San Ford (1979) assumes the elevation of members of scientific boards like a process of self ideology, increasing the independency and development of their ideology. They have stated the following phrase as a part of this process: “ Any increasing in understanding, recognition and knowledge of members of the scientific board about their social & organizational situation will certainly effective in changing them into professional and powerful educators and university managers. Sties presented a more scientific description about elevation of scientific board members as follows:

“It means different activities of scientific board members not only for occupation of them in various services but also may assist them to increase their knowledge about their specific field of study and their skills in teaching/learning process and facilitate their skills and research abilities with upgrading their sensitiveness and recognition about students. Then it is possible to increase their dependency to the group, faculty and university and satisfy from their job and finally treat like logical persons and compatible with environment and surrounding society. (Lanthand, 2000).

Francis (1975) states that elevation of members of scientific board is an organizational process for modifying and adjusting the attitudes, skills and behavior of members of scientific board towards competencies and more effects in facing with necessities of students, themselves and university (Alstete, 2000). Elevation of scientific board members is a part of life-span learning of professors of a university and/or faculty.

It is in fact a fundamental parameter of changes crated in higher education. Elevation of members of scientific board is a training and/or professional re-education of higher education institutes and assisting members of the scientific board in playing their roles. Bland believes that this process is a programmed activity for upgrading and betterment of knowledge and fundamental skills of scientific board members including teaching, research and management and including relevant programs in which higher education institutes and members of the scientific boards prepare themselves for playing different roles and keeping their abilities (Yvonne, 2000, p45).

In higher education, decade 70 and beginning of 80 are named as description and development of relevant information of elevating members of scientific board. At the middle of decade 70, elevation of members of scientific board was a public phenomenon in universities and faculties of U.S.A. (Alstete, 2000, pp 38-75).

Questions:

- How much is it necessary to have an elevation center from viewpoint of members of scientific board of Shahid Beheshti University?
- What is the organizational structure of elevation center of members of the scientific board of Shahid Beheshti University?
- What are the required human resources for elevation of members of scientific board of Shahid Beheshti University?
- What are the required financial resources for establishment an elevation center of members of the scientific board of Shahid Beheshti University?
- What are the required software & hardware equipment for establishment an elevation center of members of the scientific board of Shahid Beheshti University?
- What are the educational programs of elevation of members of the scientific board of Shahid Beheshti University?
- What are the professional programs of elevation of members of the scientific board of Shahid Beheshti University?
- What are the organizational programs of elevation of members of the scientific board of Shahid Beheshti University?

- What are the personal programs of elevation of members of the scientific board of Shahid Beheshti University?

METHODOLOGY

All required information of this research has been collected by measurement-explanatory method. Statistical society of this research includes all members of scientific board of faculties at Shahid Beheshti University including 507 members according to the current statistics of Shahid Beheshti University. All considered questionnaire completed by the use of Kukran formulation with a sample volume of 160 persons selected by random sampling method from which 148 persons completed the questionnaires and returned to the researcher.

Table No. 1: Distribution of statistical society with separation of different faculties of Shahid Beheshti University

No.	Faculty	Society	Sample
1	Literature & Human sciences	76	24
2	Training & Psychology sciences	31	9
3	Architecture & Urban planning	67	32
4	Law	49	16
5	Geology	48	15
6	Mathematics	34	11
7	Sciences	66	21
8	Power & Computer Engineering	31	9
9	Economy & Political sciences	39	13
10	Management & Accounting	36	11
11	Physical education	12	4
12	Islamic Knowledge group	15	5
13	Grand total	507	160

Research tools: In this research there are different methods for data collection. For considering different dimensions of subject, it was necessary to have a major structure and specifying research variants and supplying primary form and content of questionnaire. Therefore firstly all library resources including book, review papers and domestic research and official sites of foreign universities were studied and primary variants have been recognized then other variants modified through excavation interview with professionals and higher education specialists and obtaining the idea of members of the board of directors along with adding other variants.

Then the primary form of research tool was supplied (Questionnaire) including 44 answer packages and one type of reply after equal calculation and ensuing which may reduce to 40 questions.

In order to calculate remaining condition of questionnaire cronbach α was used in the mentioned questionnaire. For this purpose 30 questionnaires were selected from among statistical society from which we selected the research sample accordingly. Then the equal coefficient (Chronbach α was obtained by the help of SPSS software which was equal to %89.6. Both explanatory and conceptual statistical methods were applied for data analysis. Abundance tables, percentage and suitable diagrams were applied for explaining of data. At conceptual part there was a single –test t for all indirect questions accompanied for single-way variance for both independent groups and considering any differences between the ideas of members of scientific board according to different faculties, fields of study and different scientific degrees. When required, following up test was applied for specifying the method of differences.

Findings:

In this part, all findings of research have been presented in accordance with research questions. Then the meaningful level of any permitted mistake (P_{value}) α has been considered as 0.05 in all tests. SPSS₁₄ software was applied for statistical analysis.(figure1)

In first part:

All findings and explanatory results have been inserted in relevant diagrams as follows.

Table No. 2: Distribution of samples abundance with sexual separation

Sexual	Frequency	Sample number
Woman	%26/3	42
Man	%73/8	118
Total	%100	160

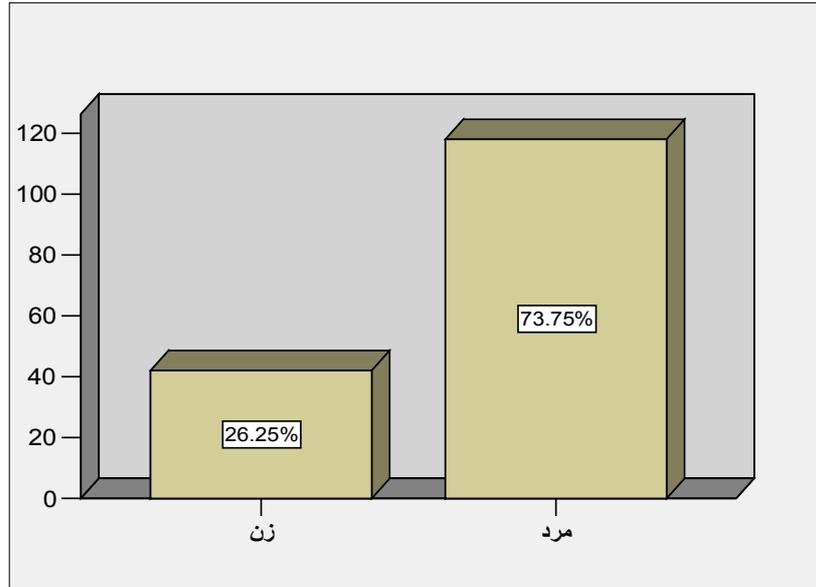


Figure 1: Distribution of samples abundance with sexual separation

From among 160 persons of scientific board as research sample about 118 persons are male (%73.75) and 42 persons are female (%26.25)

Table No. 3: Distribution of sample abundance with separation of field of study

Field of study	No. of samples	Abundance percentage
Basic sciences	47	%29.4
Technical – Engineering	9	%5.6
Human sciences	83	%51.9
Art	21	%13.1
Ground total	160	%100

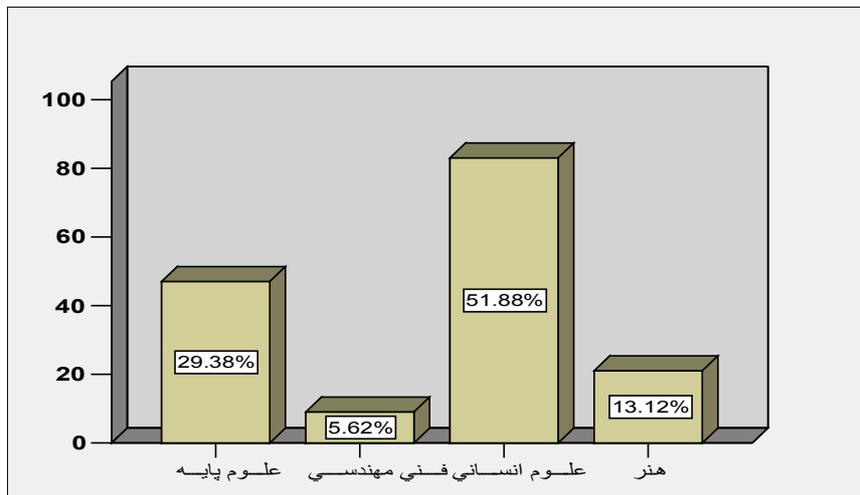


Figure No. 2: Distribution of sample abundance with separation of fields of study

There are four general groups of people in this research according to their common characteristics. According to the obtained findings, all participated members of the scientific board are teaching in basic sciences and equal to 47 persons (%29.4). The number of sample members of the scientific board in technical & engineering fields was equal to 9 persons (%6.5). The number of members of scientific board in human sciences fields was equal to 83 persons (%51.9) and total number of members of scientific boards who are occupied in teaching in art fields in this sample was equal to 21 persons (%13.1). The highest rate of samples was in human sciences and the minimum of them in technical – engineering fields of study.

Second part: Conceptual statistics:

1-Data analysis of first question

How much is it necessary to have an elevation center from viewpoint of members of scientific board of Shahid Beheshti University?

Table No.4: The results of single- sample test t from viewpoint of members of scientific board about necessity situation

Direction	No. of replies	Average grade	Violation criteria	Theoretical average	T statistical	Freedom degree	Meaningful level	Conclusion
Necessity	160	4.17	1.059	3	13.95	159	0.095	Rejection of zero theory

From viewpoint of members of scientific boards, it is concluded that any establishment of elevation center for scientific board members is really necessary at Shahid Beheshti University.

2-Data analysis of second question

What is the organizational structure of elevation center of members of the scientific board of Shahid Beheshti University?

Table No. 3: The results of single- sample test t from viewpoint of members of scientific board about constructional situation

Direction	No. of replies	Average grade	Violation criteria	Theoretical average	T statistical	Freedom degree	Meaningful level	Conclusion
Necessity	160	3/19	1/45	3	1/69	159	0/095	Rejection of zero theory

From viewpoint of members of scientific boards, it is concluded that it is not suitable to have management of elevation center of scientific board members by head of university and with a centralized method.

3-Data analysis of third question

What are the required human resources for elevation of members of scientific board of Shahid Beheshti University?

Table No. 4: The results of single- sample test t from viewpoint of members of scientific board about human resources

Direction	No. of replies	Average grade	Violation criteria	Theoretical average	T statistical	Freedom degree	Meaningful level	Conclusion
Necessity	160	3/75	1/45	3	10/11	159	0/095	Rejection of zero theory

From viewpoint of members of scientific boards, it is concluded that all mentioned specialties for human resources are specialist in measuring & test, specialist in higher education, administrative specialist, specialist in human resources, specialist in English language, Specialist in adults teaching, specialist in development of human resources, Hardware specialist, Software specialist, Consulting specialist who are required for elevation center of members of scientific board at Shahid Beheshti University.

4-Data analysis of fourth question

What are the required financial resources for establishment an elevation center of members of the scientific board at Shahid Beheshti University?

Table No. 5: The results of single- sample test t from viewpoint of members of scientific board about financial resources criteria

Direction	No. of replies	Average grade	Violation criteria	Theoretical average	T statistical	Freedom degree	Meaningful level	Conclusion
Financial resource	160	4/11	0/865	3	16/23	159	0/095	Rejection of zero theory

From viewpoint of members of scientific boards, it is concluded that all required financial resources are supplied by both support of university and income creation of center through submission of scientific, research and consulting services.

5-Data analysis of fifth question

What are the required software & hardware equipment for establishment an elevation center of members of the scientific board at Shahid Beheshti University?

Table No. 6: The results of single- sample test t from viewpoint of members of scientific board about required software & hardware equipment for establishment an elevation center of members of scientific board at Shahid Beheshti University.

Direction	No. of replies	Average grade	Violation criteria	Theoretical average	T statistical	Freedom degree	Meaningful level	Conclusion
Facilities	160	3/93	0/949	3	12/46	159	0/095	Rejection of zero theory

From viewpoint of members of scientific boards, it is concluded that elevation center needs to have administrative, scientific and independent technical facilities from other sections of university and also is in need to have software possibilities like books archive and independent scientific educational software.

6-Data analysis of sixth question

What are the educational programs of elevation of members of the scientific board of Shahid Beheshti University?

Table No. 7: The ideas of members of scientific board about elevation programs at elevation center

Direction	No. of replies	Average grade	Violation criteria	Theoretical average	T statistical	Freedom degree	Meaningful level	Conclusion
Programs	160	4/14	0/797	3	18/019	159	0/095	Rejection of zero theory

From viewpoint of members of scientific boards, it is concluded that proposed educational elevation programs are: regular & systematic evaluation, teaching quality, educational workshops in the field of teaching and educational psychology, educational workshops related to IT application in teaching. All mentioned items may resulted in educational elevation of members of scientific board.

7-Data analysis of seventh question

What are the professional programs of elevation of members of the scientific board of Shahid Beheshti University?

Table No. 8: The results of single- sample test t from viewpoint of members of scientific board about suitable professional elevation programs at center

Direction	No. of replies	Average grade	Violation criteria	Theoretical average	T statistical	Freedom degree	Meaningful level	Conclusion
Programs	160	4/88	0/666	3	35/676	159	0/095	Rejection of zero theory

From viewpoint of members of scientific boards, it is concluded that proposed professional elevation programs are: transfer of professors between faculties and universities, performing of middle-field research plans, educational workshops related to specific subjects, study opportunities outside the country, participation of members of scientific board in scientific- special committees, publishing a special magazine for members of the scientific board which may cause educational elevation of scientific board members.

8-Data analysis of eighth question

What are the organizational programs of elevation of members of the scientific board of Shahid Beheshti University?

Table No. 9: The results of single- sample test t from viewpoint of members of scientific board about suitable elevation programs at center

Direction	No. of replies	Average grade	Violation criteria	Theoretical average	T statistical	Freedom degree	Meaningful level	Conclusion
Programs	160	4/53	0/483	3	39/907	159	0/095	Rejection of zero theory

From viewpoint of members of scientific boards, it is concluded that proposed elevation programs are: pay attention to the quality of professors' work, utilization from researches results, mutual & non-official relation among heads of university and faculties which may cause organizational elevation of members of scientific board.

9-Data analysis of ninth question

What are the personal programs of elevation of members of the scientific board of Shahid Beheshti University?

Table No. 10: The results of single- sample test t from viewpoint of members of scientific board about suitable personal elevation programs at center

Direction	No. of replies	Average grade	Violation criteria	Theoretical average	T statistical	Freedom degree	Meaningful level	Conclusion
Programs	160	4/29	0/714	3	22/796	159	0/095	Rejection of zero theory

From viewpoint of members of scientific boards, it is concluded that proposed personal elevation programs are: consulting possibility for professors and specialists inside/outside of university, pay attention to life learning case, elevation for self-evaluation of professors, providing a happy situation and mode for members of scientific board, appreciation of cultured professors, elevation of professors to submit new thoughts, training of critical mode of professors may cause personal elevation of members of scientific board.

Conclusion:

According to the obtained information, all members of scientific board needs to a center for writing, performing and betterment of programs in order to benefit from a novel organizational environment, supportive and creative of knowledge and thoughts with further support of them in their organizational environment. Therefore, any providing of suitable cases for establishment an elevation center for members of scientific board by persons in charge and head of Shahid Beheshti University is so much considered. Certainly any providing of fields for reaching to this important case needs continuous efforts and integrated functions of all involved people.

Since any future success of this center will depend upon success of scientific board, any lack of attention to their ideas for the mentioned center may cause leaving or non-complete situation of supports and the real cause of any disorders for obtaining final goals. Therefore due to the lack of agreement and lots of worries by considerable number of professors about center management there is not any agreement among members of the scientific board and specialists as well. By the way, all professors believe that any scientific construction should be free from political – managerial problems. Therefore it is necessary to consider organizational structure of elevation center for providing a suitable field for creation a center as well. Members of scientific board have the most effective role in reaching to the ideals of university. Then benefiting from their effective and valuable ideas of professors is really necessary in establishment process of this center. Human recourses in this center should always provide serious activities and efforts for programming, performing, cooperation and coordination between center and other departments of university and themselves as well. As a result they should be considered as the key factors of this center.

The important point is that all members of scientific board are the adults who may receive renovation-educational services in this center. As a result all specialists of adolescence training would be considered as one of the important and considerable resources of this center. In other words, since the major goal of the mentioned center is encouraging of scientific board members, therefore it is necessary to pay attention to the role of specialists in training of adults, management of human resources and specialists in development of human recourses. Of course it is understandable from all provided replies that any learned specialties are important for promotion of goals of encouraging center. Therefore supplying of human resources for this center depends upon different factors like its range, executive limitations and duties, internal structure and position of center at university.

There is a focus on special software / hardware equipment for start up of an elevation center. Of course it is necessary to prevent from its change into an obstacle and/or a necessity.

It is necessary to have considerable budget for providing of administrative equipment and basic facilities at the beginning of starting up the center. But supplying of mentioned equipment is inevitable for finding all ideals of center. As a result the highlighted financial resources for establishment an elevation center for scientific board members at Shahid Beheshti University are benefiting from university’s budget and requesting for ministry-governmental facilities. Of course after establishment of the center, all scientific members of the board are able to create an independent center by submission of scientific, research and consulting services and income creation in order to have a financial independency.

All members of scientific board and specialists are also confirming such a supportive role of Shahid Beheshti University.

Regarding the role and effects of educational elevation of members of scientific board in upgrading the quality and submission of university training, upgrading of teaching – learning process and more effective educational elevation programs, it is really necessary to perform mentioned programs through the elevation center.

Members of the scientific board of universities are the most important capital of the organizations with a fundamental role in applying all ideals of higher education institutes. Therefore it is necessary to consider this point at all elevation centers that why the members of the scientific board are qualitative even with highest rates of functions only when all their personal necessities are supplied at an acceptable level with more motivation in submission of better services.

Therefore it is necessary to make correct decisions for personal elevation of scientific board members in order to assist these valuable capitals in the field of personal growth. As a result it is necessary and suitable to perform mentioned programs at elevation center accordingly.

The importance of elevation of members of scientific board is promotion and upgrading their professional role as a researcher and professor at universities and recognition all professional encouraging programs from the point of view of scientific board members. This is because professional encouraging programs may prevent from scientific standstill with required motivation for learning of scientific board members and further considerable changes in university environment. In fact professional elevation is always effective and finally may facilitate any creation of chances and blossoming of knowledge and thoughts. According to the findings, any presented programs could be considered as the considerable future programs due to their importance for members of scientific board and also weak functions of the university accordingly. Organizational elevation has also a direct effect on educational & research functions of all members of scientific board. This is because all specified programs from view point of members of scientific board may cause more elevation of them in the way of selecting different strategies and organizational thinking.

REFERENCES

- Abili, Khodayar (2003).” Development systems of human resources”. A collection of papers presented at the 1st conference of Human Resources Development
- Ramzden, Paul (2001), Leadership learning in higher education, translated by Abdolrahim Naveh Ebrahim et al., publisher: Dameghan Basic Sciences University and by the help of Research & Programming Institute of Higher Education.
- Hosseini Nassab, Seyed Davoud (1994). Efficiency development centers for members of the scientific board of universities. Tehran: Research & Programming Institute of Higher Education
- Gharoon, Masoumeh (1994). “ An analysis on any changes at Salary Payment System and advantages of members of Scientific board”, Research & Programming Magazine of higher education, Numbers 7 & 8, 2nd year, pp. 101-143.
- Alstete, Jeffrey W.(2000), "Posttenure Faculty Development: Building a System for Faculty Development and Appreciation", ASHE-ERIC Higher Education Report, Vol27, No4, pp 10-124
- Martinez, Henryk R. (2002), "Systems Planing for Faculty Development: Integrating Instruction with Technology", Presented at National Convention of Association for Educational Communications and Technology, vol 1-2, 5-32.
- Martinez. A (2003), “Issues and Strategies for Faculty Development in Technology and Biomedical Informatics”, Journal of Dental Research; Vol17, pp 5-18.
- McGriff, Steven J(2001), "Leadership in Higher Education: Instructional Designers in Faculty Development Programs", Presented at National Convention of Association for Educational Communications and Technology, Vol 1-2, pp 306-314.
- Mayer. Camblin JR & Joseph A.Steger, (2004), “Rethinking Faculty Development”, Higher Education 39: pp 1-18.
- Roobinz A. Lawler & Kathleen P. King(2002), “Planning for Effective Faculty Development: Using Adult Learning Strategies”, Krieger Publishing Company, Malabar, Florida.
- Stevenson Ali; Kay Hodson-Carlton; Marilyn Ryan; James Flowers; et al(2002),” Online Education: Needs Assessment for Faculty Development”, The Journal of Continuing Education in Nursing; Jan; Vol 36, No1, pp 8-17
- Yvonne, Steinert, (2000), “Faculty development in the New Millennium: Key Challenges and Future Directions”, Medical Teacher, Vol.22, No.1, pp 44-50.