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STRUCTURE OF THE ACADEMIC STAFF OF THE UNIVERSITY OF RUSE FOR THE PERIOD 2015-2020 AND ITS IMPACT ON THE QUALITY OF EDUCATION

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***Abstract:** One of the components affecting the quality of higher education is the quality and structure of the academic staff. An analysis of the change in the structure of the academic staff of the University of Ruse for the period 2015-2020 has been made. The summarized data are analyzed and show an improvement in the quality of the staff, reflecting on the quality of education. It was found that during the study period the staff of the University was rejuvenated. Although in a crisis, there is a recruitment of young people. This also implies a more modern vision of the University. The relevant conclusions have been made.*

***Keywords:** Quality of Higher Education, Academic Staff*

INTRODUCTION

One of the main components influencing the quality of higher education is the quality and structure of the academic staff.

The introduction of the Law for the Development of the Academic Staff in the Republic of Bulgaria and its change in 2018 helped the quantitative improvement of the structure of the academic staff of the universities. However, it is still debatable whether the quality growth of the academic staff is also at the required level. To some extent, this is ensured by the introduced minimum national criteria for holding the relevant position.

An analysis of the change in the structure of the academic staff of the University of Ruse for the period 2015-2020 is made. The summarized data are analyzed and show an improvement in the structure and quality of the academic staff, reflecting on the quality of education.

It was found that during the study period the university staff rejuvenated. Although education is in crisis, there is a recruitment of young people.

All this presupposes a more modern vision for teaching at the University.

EXPOSITION

Structure of the academic staff by academic positions

The academic positions held at the University of Ruse are the same as in other universities in Bulgaria - "assistant", "principal assistant", "associate professor", "professor". In addition to these four main academic positions, the positions of "lecturer", "senior lecturer" and others are also used at the University of Ruse. The main focus of this publication is on the first four positions, as they occupy a major share of the academic staff at the University.

The collected data by years are processed and presented graphically for easier perception and analysis.

In Fig. 1.1 - 1.5 are presented graphically the distributions of the occupied academic positions by years. In Fig. 2 presents a summary of the data in the form of a bar chart in order to be able to trace the trend of change for each academic position in the years.

Structure of the academic staff of the University of Ruse in 2015

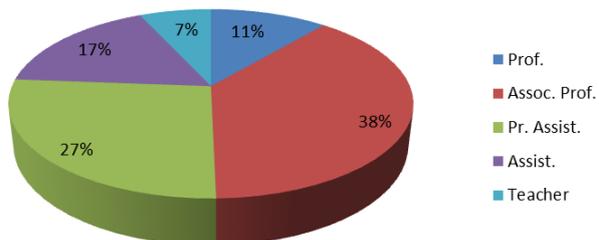


Fig. 1.1

Structure of the academic staff of the University of Ruse in 2016

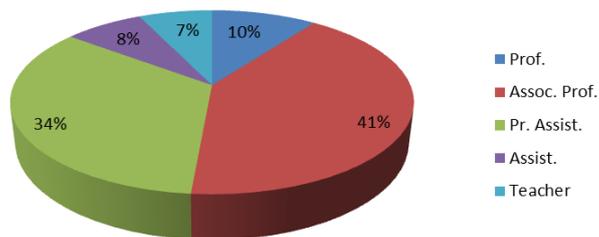


Fig. 1.2

Structure of the academic staff of the University of Ruse in 2017

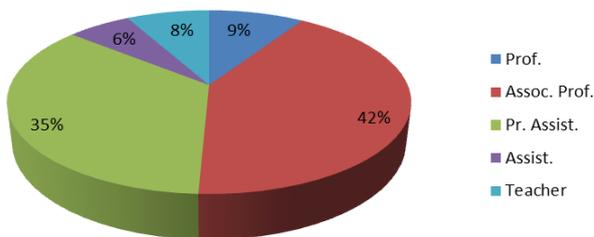


Fig. 1.3

Structure of the academic staff of the University of Ruse in 2018

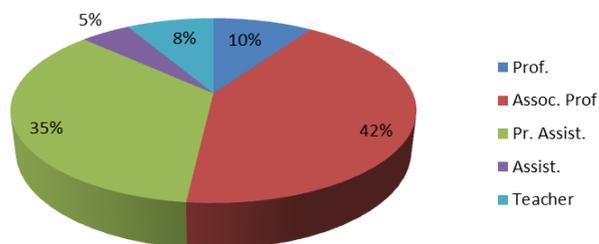


Fig. 1.4

Structure of the academic staff of the University of Ruse in 2019

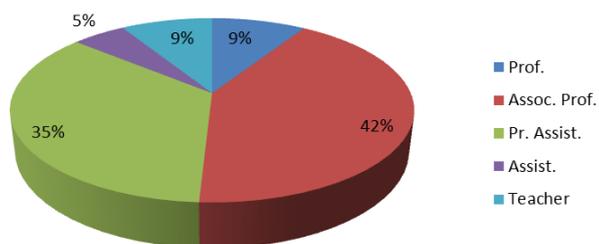


Fig. 1.5

Fig. 1.1 – 1.5. Distribution of the academic positions, held at the University of Ruse by years.

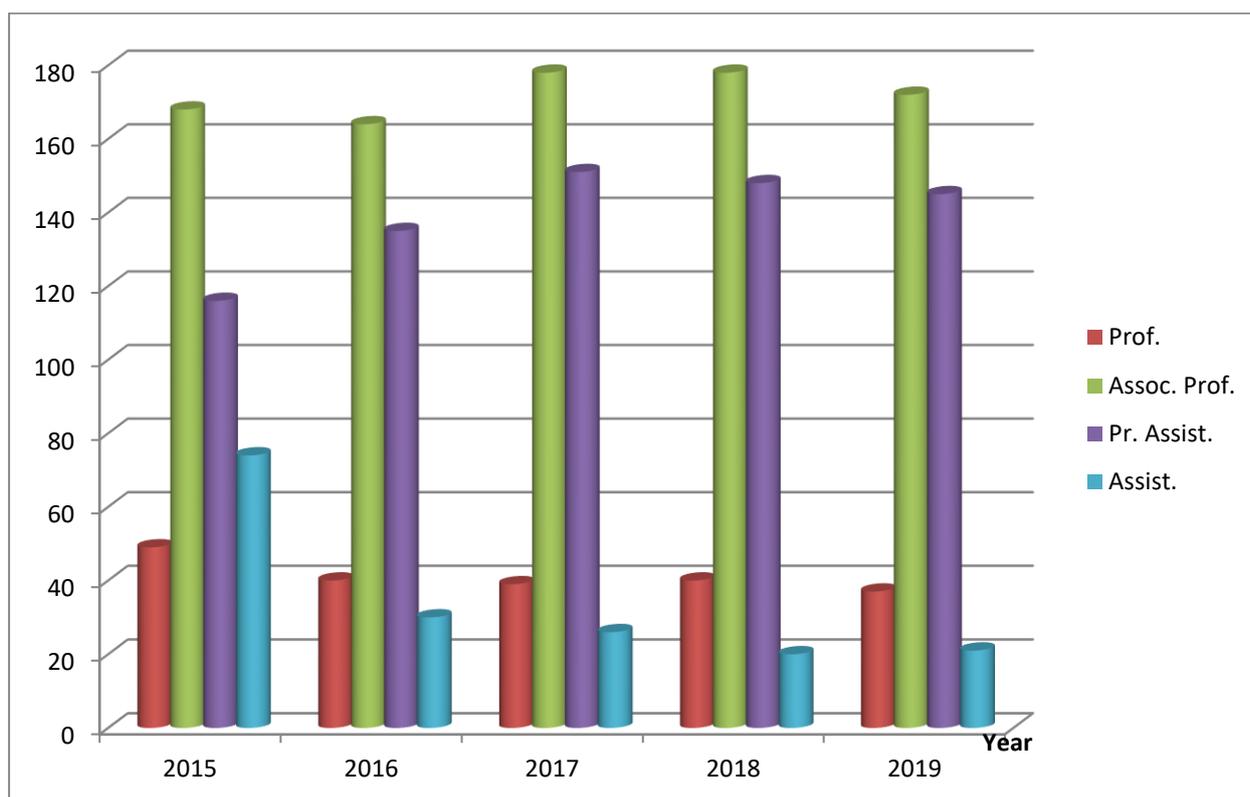


Fig. 2. Trend of change for each academic position, held at the University of Ruse in the years 2015 - 2020

Structure of the academic staff by scientific degrees

The scientific degrees at the University of Ruse "Angel Kanchev" are nationally recognized - "Doctor" and "Doctor of Science".

The collected data by years are processed and presented graphically for easier perception and analysis.

In Fig. 3.1 - 3.5 are graphically presented the distributions of scientific degrees by years. In Fig. 4 a summary of the data is presented in the form of a bar diagram in order to be able to trace the trend of change for each scientific degree in the years.

It is noteworthy that over the years, the share of academic staff with the degree of "Doctor of Science" remains almost constant - 3.5%. This is mainly due to several factors:

- Complicating the procedure for obtaining the degree of "Doctor of Science";
- Insufficient motivation of the academic staff for the acquisition of this scientific degree;
- Lack of sufficient time to write the dissertation to obtain the degree.

In contrast to the scientific degree "Doctor of Science" in the educational and scientific degree "Doctor" there is a significant increase - from 75% in 2015 to 85% in 2019. This is mainly due to:

- Introduction of a restriction on the holding of the academic position of "principal assistant" only by academic staff with acquired scientific degree "doctor";
- Introduction of a fixed-term employment contract for the academic staff for the position of "assistant" without acquired scientific degree "doctor";
- Facilitation of the procedure for defense of a doctoral dissertation and acquisition of scientific degree "Doctor".

Structure of the scientific degrees of the academic staff of the University of Ruse for 2015

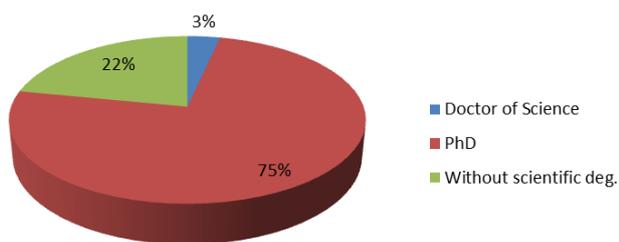


Fig. 3.1

Structure of the scientific degrees of the academic staff of the University of Ruse for 2016

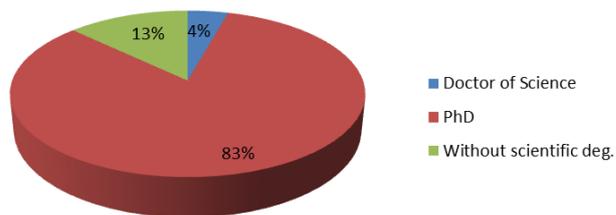


Fig. 3.2

Structure of the scientific degrees of the academic staff of the University of Ruse for 2017

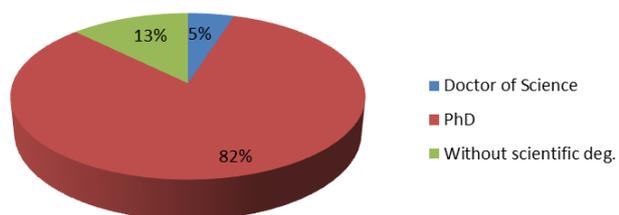


Fig. 3.3

Structure of the scientific degrees of the academic staff of the University of Ruse for 2018

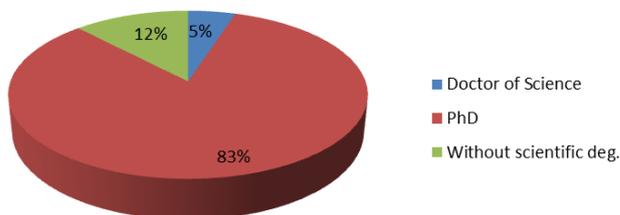


Fig. 3.4

Structure of the scientific degrees of the academic staff of the University of Ruse for 2019

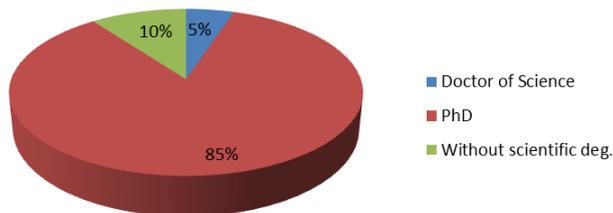


Fig. 3.5

Fig. 3.1 – 3.5. Distribution of scientific degrees of the academic staff at the University of Ruse by years.

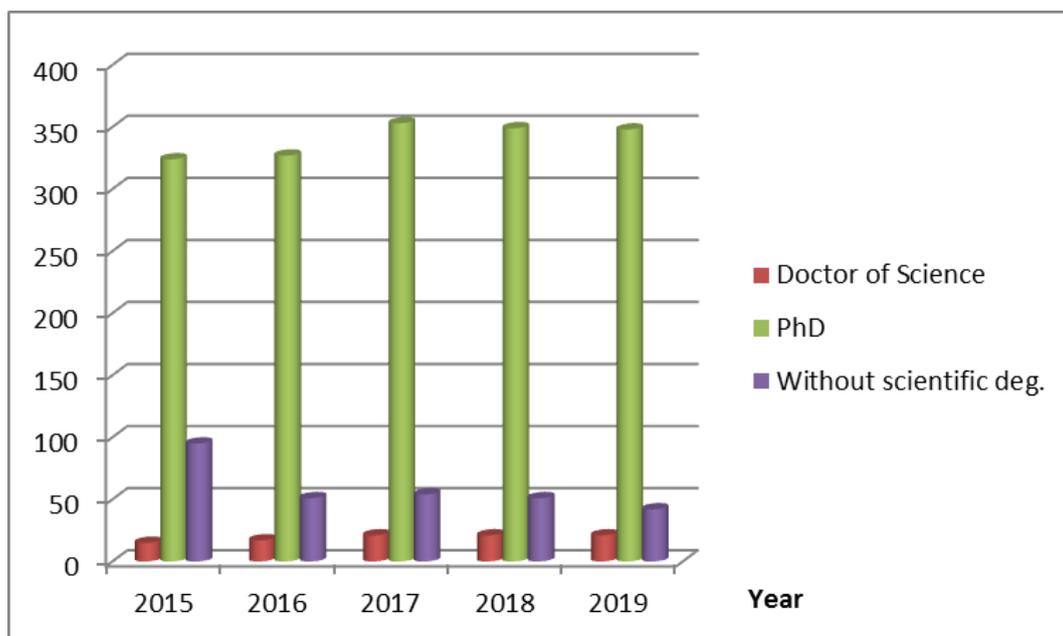


Fig. 4. Trend of change of scientific degrees in The University of Ruse, in the years 2011 - 2015

CONCLUSION

Based on the analysis of the results of the study of the quality and structure of the academic staff of the University of Ruse "Angel Kanchev" the following conclusions can be made:

1. The holding of the academic positions of "Professor" and "Associate Professor" has been relatively stable over the years. This is mainly due to the imposition of quotas at the University of Ruse for these positions (10% for AD "Professor" and 40% for AD "Associate Professor"). At AD Assistant there is a significant decrease due to 2 main reasons. The transfer of most of the fellow assistants of AD "Principal Assistant" and the opportunity to announce competitions directly for the employment of AD "Principal Assistant" for candidates who have acquired scientific degree "Doctor". At AD "Principal Assistant" there has been a gradual increase over the years, which is mainly due to the growth of the academic staff moving from the position of "Assistant" to the position of "Principal Assistant".
2. Colleagues who have obtained scientific degrees have the following tendencies:
 - a stable trend in the National Assembly Degree "Doctor of Science". Over the years the character has been steadily increasing slightly;
 - at scientific degree "Doctor" we can note an increase in the number of colleagues who have acquired this degree. This is mainly due to the change in the LRAS, which allows only "Assistant" to be borrowed by persons without acquired scientific degree "Doctor";
 - The group "without a scientific degree", in which there is a decline, mainly includes colleagues who hold the positions of "teacher" and "assistant".
3. The introduction of the Law for the development of the academic staff in the Republic of Bulgaria and its change in 2018, helped the quantitative improvement of the academic staff of the universities. However, it is still debatable whether the quality growth of the academic staff is also at the required level. To some extent, this is ensured by the introduced minimum national criteria for holding the relevant position. The University of Ruse strives to maintain the balance in the structure of its staff, as evidenced by the presented statistical information. This to some extent guarantees a good quality of education.

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