

CRITERIA FOR SELECTION OF A FACULTY MEMBER AT INSTITUTIONS OF HIGHER EDUCATION AND SCIENTIFIC RESEARCH FROM THE PERSPECTIVE OF QUALITY AN EMPIRICAL STUDY IN THE FACULTIES OF PHYSICAL EDUCATION FOR IRAQI UNIVERSITIES

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Abstract

Acquired operations of education reform to the great interest in all parts of the world, and was the overall quality of the largest share of that interest to the extent that researchers call this era the era of quality so that the international community has seen the overall quality and educational reform as two sides of the same coin. Is a faculty member of the cornerstones in the educational process so it has to be attention to this aspect knew the quality of education by (Cheng) as a set of items of inputs, processes and outputs of the education system that meets the aspirations of the strategic internal and external audiences It is worth mentioning that the faculties of Physical Education in Iraq is seeking to develop the educational process in accordance with the philosophy of total quality management.

Began the study of the fundamental problem, namely the identification of the reality of the quality criteria selected faculty member in addition to identifying strengths and weaknesses in the quality of these standards, and to ensure the achievement of the objectives have been developed basic premise that: There is a gap between the quality of standards perceived to choose a faculty member and the expected quality of the criteria for selection in colleges subject of the study. And ensure the door the second set of theoretical studies (the pillars of the educational process - quality standards faculty member - the roles of modern faculty member in the light of the comprehensive quality standards - a policy shift required in the function of university teaching) was used descriptive approach to solve the problem of search using the questionnaire amounted to sample - 240 teaching of various academic titles and the study found a set of conclusions, including

Confirm Dean of the College to abide by the ethics of academic work as well as to motivate faculty members to participate in scientific research, teaching and community service.

Provide a sufficient number of qualified faculty to implement the programs and educational services by the Dean of the College and encourage them to publication in scientific journals and participation in conferences, symposia and seminars within and outside the country.

Some of the recommendations

Develop a mechanism to activate the training programs for faculty members through the adoption of a program for the development of competencies League faculty member in the areas of professional and personal, and research and extension and special skills to serve the community to be mandatory before and during the service.

Stand on the objectives of university education and to identify priorities and mechanisms to achieve in the framework of inclusiveness and flexibility and future-oriented

KEYWORDS: Education. Faculties. Quality management. Organization.

1. INTRODUCTION

The subject of the overall quality is considered one of the topics that different countries, especially industrial and commercial countries focused through the identification of current and future consumer desires. Then putting the productivity programs that fit those desires. The application of total quality management was not only limited to industrial organizations, but also in service organizations like government, health and education in its various levels. In order to provide outputs in the form of services fitting with the tastes and the desires of the consumer or the user.

The diverse and the different challenges faced by organizations in the current stage globally or regionally and locally lead various institutions to the necessity of identification of the principles and requirements of TQM in it, whether through access to senior management support, the boot before application, mass participation considering that the overall quality is the responsibility of all employees of an organization.

It is noteworthy that there are many sensitive and effective aspects for the development of educational process, some of which include improving and development of the teaching practices of the professor; as it is also considered one of the factors of improving

student success, and that would mean highlighting the professor and his role in the teaching and learning process, and what is entrusted with him from roles in the context of the application of TQM. As the success of the educational operation in its development and achievement of its goals depends mainly on the professor and the efficiency of his performance of modern roles required from him, so, it is worth that the responsible leadership in university education to give the bulk of its attention to this aspect associated with the professor and teaching, as being one of the important factors to gain access of university education to TQM level. , The overall quality provides integrated tools and methods which help educational institutions to achieve satisfactory results (Alorhan 2008: 5). (Blaochu: 2009) goes to define the quality of education as the sum of the characteristics and advantages of the educational system and its ability to provide unique educational product that meets and achieves immediate and future needs and the strategic aspirations of the beneficiaries of the service (the student ,the labor market and society (Blaochu 2009: 66).

The process of selection, developing and retention of qualified teaching staff members is considered one of important the issues for the foundation, as teaching staff members take the responsibility of implementing educational programs and the provision of quality in it. From here, there must be available in the institution adequate and qualified number of teaching staff members to achieve its mission and objectives.

The quality assurance process lies in the faculty member as an interdependent and integrated process, which means that it starts from the stage of accepting him as a member of the the university teaching staff, ending with the evaluation of his performance and his ability to develop. The review process of the performance of the faculty teaching staff occurs at each academic year and is subject to different considerations, including, developing study plans, the development of the contents of the courses, and teaching methods, local or external scientific participation, keeping up with scientific and technological developments, cooperation with business requirements and developments, and the most important indicators within this area can be formulated as follows (Zaghwan 2009: 13-12).

And this fact should be recognized, as the teaching staff member who is one of the elements of the educational system, and an essential axis in it, needs - no doubt - to change and development, as the objectives of the system are achieved through him, and any defects or deficiencies in his preparation or his work will result in negative results that affects its outputs significantly.

The current research deals with the quality of testing standards of teaching staff member in the Iraqi faculties of Physical Education, using the method of scientific analysis through surveying a random sample of the teaching staff and the subjecting of the data to statistical analysis and testing to gain access to results of scientific and practical value to colleges. The importance of research lies in its dealing with one of the important problems facing the university departments, which is to determine the appropriate criteria for the selection of faculty teaching staff, qualified for achievement of scientific, educational and societal goals that universities seeking to achieve through the its programs and plans, in line with the economic, social, educational and technological changes facing institutions in general and educational institutions in particular.

Study Problem: teaching staff member is considered one of the cornerstones of the quality of educational service for his role in the creation and transfer of knowledge to the students and the various society segments to contribute to the achievement of the message and strategy of colleges. Accordingly, the research problem can be formulated in the following questions:

- are there standards to measure the quality of a teaching staff member in the colleges of physical education in Iraq.
- If there are criteria for the selection of the quality of a teaching staff member, what is the ratio of the applicable ones.
- What is the amount of university interest in the quality of the selection criteria of a teaching staff member?
- are There difficulties hindering the application of the quality programs for the selection of teaching staff member at the colleges of physical education in question

Aims of the study: Based on the research problem the following objectives can be formulated: -

1. Disclosure of the nature and type of the criteria adopted to determine the quality of the criteria for selecting a teaching staff member.
2. Determination of the gap size between the perceived and the expected quality for selecting the criteria of a teaching staff member
3. Offering proposals to develop and improve the quality of the selection criteria for a teaching staff member
4. Contribution to the development of university performance in general.
5. Contribution to the formation of positive attitudes towards professional accreditation for the teaching staff member as a fundamental pillar in the development of the educational process

Study hypothesis: This study launched from the basic assumption that: There is a gap between the quality of the perceived criteria for the selection of a teaching staff member and the expected quality standards for his selection in colleges' subject of study.

Areas of research

The human domain: teaching staff members of some of Physical Education colleges in Iraqi universities

The time domain: for the period from 01/10/2014 to 02/01/2014

Spatial domain: the faculties of Physical Education in Iraqi universities.

2. MATERIAL AND METHODS

The researchers used the descriptive approach in the analytical manner for its suitability to the nature of the research problem

The study population and study sample: Study population is represented by teaching staff members of Physical Education in colleges Iraq, while the study sample is represented by some teaching staff members in colleges of Physical Education and with various scientific titles totaling 240 teaching members

Study tools : The study relied primarily on questionnaire form obtained from the manual of quantitative and qualitative indicators for quality assurance and accreditation of Arab universities located on the site (www.aaru.edu.jo) with some modifications to the paragraphs according to the opinion of experts in line with the Iraqi environment included so dealing with most of the standards of teaching staff members mentioned in performance standards guide (the scientific level and knowledge background, recognition of students' needs, the degree of commitment to the scientific approach, the degree of commitment to the educational process and the ethics of academic work, participating in conferences and seminars, the degree of analytical direction development in addition to the publication of research in the Arab and global magazines) and in accordance with the quintet measure of the Eckart. this form was formed of two parts, the first part is a general introduction describing the purpose of the study, while the second part dealt with determination of responses of study sample about the quality of the selection criteria of a teaching staff member, so that (240) questionnaire forms were distributed to the study sample (200) of them recalled, and (40) neglected because of failure to complete the answers.

Research tools

- Arab and foreign sources and references
- Questionnaire
- Statistical methods

The validity of the form: The researchers presented the form to a number of specialists and experts in the field of Physical Education (Appendix 1) and after taking their opinions and suggestions they approved the validity of the form and its reliability to measure the condition to be measured to suit the Iraqi environment

Reliability of the form: The stability of the form has been confirmed using the method of re-testing, since the test was applied to (20) of the teaching staff from outside the sample chosen randomly and after two weeks the test was performed again to the same sample where the stability rate was (91%), which is a high reliability coefficient

3. RESULTS AND DISCUSSION

The questionnaire Form was distributed to most of the faculty staff members of the doctoral and master's degree holders and various scientific titles, and in order to reach the validity of the main hypothesis of this study, which is based on the existence of a gap between the quality of perceived criteria for selection of a faculty staff member and the expected quality for selection criteria in colleges under study, so that we'll calculate the arithmetic mean, the standard deviation and weight percent for each paragraph of this study questionnaire as presented in Table (1)

Table 1: The arithmetic mean, standard deviation, weight percentile for each paragraph of the study questionnaire

No	paragraph	M	S.D.	Weight Percentile
1	There is a clear plan for the college need for teaching staff members based on the faculty vision, mission and objectives.	2.3	0.4	75%
2	Deanship of the college provide a sufficient number of qualified faculty members for the implementation of educational programs and services	4.5	0.1	91%
3	Deanship of the college adopts clear and transparent criteria for the selection of a faculty member.	2.2	0.5	72%
4	There are Preview committees designated to select candidate faculty to work in the college.	1.3	0.2	70%
5	Deanship of the college provides professional development and continuing education programs for members of the teaching staff.	2.7	0.2	74%
6	The announcement of the instructions and requirements for the selection of faculty members and the requirements of other jobs are carried out by the Deanship of the college.	3	0.6	73%
7	Committees of employment in the college Deanship use online technology to fill staffing data.	2.2	0.6	76%
8	Our college is keen to organize statistics and data for faculty members, and the assisting authority distributed according to academic qualifications, degrees, experience etc ...	1.4	0.3	87%

9	Deanship of the college develops specialized committees for checking the adequacy of faculty members and their specifications in order to achieve its mission and objectives that it seeks.	2.3	0.3	76%
10	College Administration adopts a specific policy and mechanisms for the development of the capabilities of faculty members.	3.4	0.4	74%
11	There are specific instructions to determine the hours of teaching of faculty members according to academic degrees.	4.8	0.2	96%
12	Deanship of the college allocates bonuses and appreciation certificates to creators and distinguished members of the faculty in the areas of teaching, research, and community service.	2.2	0.6	77%
13	the deanship of the college encourages faculty members to the publishing in reviewed scientific journals	3.1	0.6	92%
14	The deanship of the college encourages the development of the analytical ability of faculty members.	4.0	1.2	81%
15	The deanship of the college grants sabbatical leaves for faculty members.	2.8	0.2	96%
16	The deanship of the college offers the opportunity for the participation of faculty members in the permanent and temporary scientific committees within the organization.	6	0.1	98%
17	The deanship of the college encourages faculty members to participate in conferences, symposia and seminars within and outside the country.	1.4	0.3	87%
18	The deanship of the college encourages faculty members to get scholarships within and outside the country.	2.3	1.4	72%
19	The deanship of the college stimulates the faculty members to contribute to scientific research, teaching, and community service.	1.2	0.6	94%
20	The deanship of the college Confirms the commitment to academic work ethics.	4.8	0.2	95%
21	The deanship of the college Contracts with the faculty retirees to work with faculty members.	1.6	0.2	72%
22	The deanship of the college adopts foundation for the development of the professional capabilities of the faculty members.	2.5	1.1	83%
23	The deanship of the college determines each faculty member a group of students to guide them scientifically through their school years.	1.6	0.1	72%
The overall average		2.45	0.51	80%

From the above table we can notice that the colleges Deanship offers the opportunity for the participation of faculty members in the permanent and temporary scientific committees and by a mean log (6) and a very low standard deviation power (0.1) giving indication on rapprochement of the responses of studied sample in this regard and the weight percentage (98%), as well as they grants sabbatical leaves for faculty members with a mean (2.8) and a very low standard deviation log (0.2) and high weight percentage (96%). Also the responses of sample confirmed that there are specific instructions to determine the hours of teaching faculty members according to degrees as well as confirmation of the College Deanship constantly on the commitment to academic work ethics with the mean of (4.8) and a very low standard deviation record (0.2, 0.3) respectively, referring to the rapprochement of sample responses in this regard and the weight percentage (95% .96%). In addition, the Deanship of the college motivates faculty members to contribute to the research ,teaching, community service with a mean (1,2) and an average standard deviation of (0.6) and the weight percentage (94%), Also, Deanship of the college provides a sufficient number of qualified faculty members for the implementation of educational programs and services, with a mean (4.5) and a very low standard deviation of (0.1), referring to the rapprochement of responses in this regard and the weight percentage (91%), and also we find that the Deanship of the college encourages teaching staff members to publish in the reviewed scientific journals with a mean power (3 0.1) and a bit high standard deviation of (0.6) and the weight percentage (92%), Also, the college is keen to organize statistics and data for teaching staff members and assistant authority distributed according to academic qualifications, degrees, experience .. etc and encourages them to participate in the conferences, symposia and seminars within and outside the country with a mean power (1,4) and a standard deviation record (0,3) respectively and equal weight percentage of (87%) However, it was at the expense of the process of identifying a group of students per faculty member for guiding scientifically during the years of the study by the Deanship of the college, as it recorded very low arithmetic average as (1.6) and standard deviation (0.1), stressing the rapprochement of sample responses regarding this paragraph and the weight percentage (72%), also, the announcement of the instructions and requirements for the selection of faculty members and requirements of the other jobs by the college Deanship recorded arithmetic average of (3) and a standard deviation amounted to (0.6) and the weight percentage (73%) in addition, the allocation of Dean of the college of incentive rewards and appreciation certificates for creators and distinguished faculty members in the field of scientific research and community service, and its adoption of clear and transparent criteria in the selection process of faculty members registered equal arithmetic average estimated by (2.2) and the standard deviation was respectively (0.5, 0.6), referring to the rapprochement of the responses of studied sample in this regard and weight percentage record (72% .77%) respectively. Regarding Deanship contract with contracting faculty members to work with them recorded a low arithmetic average as well(1.6) and standard deviation (0.2) and the weight percentage (72%), also, the paragraph concerning the existence of preview committees competent to choose candidate teaching members to work in college registered arithmetic average estimated by (1.3) and standard deviation (0.2) and

the weight percentage (70%), and in the development of Deanship of the college to committees specialized in auditing the adequacy of faculty members and their specifications in order to achieve its mission and goals in addition to having a clear plan for the college need to faculty members based on the vision, mission and objectives recorded the arithmetic average of (2.3) and the standard deviation was (0.4, 0.3) respectively and the weight percentage (75% 0.76%), as well as, the paragraph related to the use of committees of employment also recorded low arithmetic average was estimated at (2.2) and standard deviation (0.6) indicative of rapprochement of sample responses in this regard and the weight percentage (76%). the overall arithmetic average for all the paragraphs that included criteria adopted in the study and specific for the selection of faculty members (scientific level and cognitive background, his awareness of the needs of students, the degree of commitment to the scientific curriculum,, the degree of commitment to the educational process and the ethics of academic work, participating in conferences and seminars, the degree of development of analytical attitude, publication of research in the Arab and international magazines) recorded (2.43) with a standard deviation of (0.51) and the weight percentage (80%).

4. CONCLUSION

1. Confirmation of the Deanship of the college to the commitment to the ethics of academic work as well as to motivate faculty members to contribute to scientific research, teaching and community service.
2. To provide a sufficient number of qualified faculty members for the implementation of educational programs and services by the Deanship of the college and to encourage them to publish in reviewed scientific journals and participate in conferences, symposia and seminars within and outside the country.
3. Deanship of the college is keen to organize statistics and data for faculty distributed according to academic qualifications, degrees and experience.
4. The Deanship of the college does not adopt the process of identifying a group of students for each member of the teaching staff to guide them during the years of scientific study.
5. Deficiencies in the announcement of the instructions and requirements for the selection of faculty members and the requirements of other jobs.
6. Weakness in the performance of the college Deanship in bonuses and appreciation certificates of creative and talented faculty members in the field of teaching, scientific research and community service.
7. No use of clear and transparent criteria in selecting process of faculty members.
8. Absence of preview committees designated to selecting candidate teaching members to work in the college, as well as committees responsible for auditing the adequacy of these members and their specifications in order to achieve the overall mission and goals of the plan, as well as defining the overall need of these members.

5. RECOMMENDATIONS

1. To develop a mechanism to activate the faculty members training programs through the adoption of a periodic program for the development of capabilities of faculty members in the professional ,personal, research and guidance fields and capabilities for community service to be mandatory before and during the service.
2. To stand on the objectives of university education and to identify its priorities and mechanisms to achieve in the framework of inclusiveness and flexibility, and future direction.
3. To prepare a personal file for each member of the faculty including - the biography of scientific and personal status of the faculty member, including his career, a quorum of teaching of the faculty member and curriculums he teaches and his contributions to its development, research contributions of faculty member during the last five years (only titles of published research), the contributions of faculty member to the community Service (summary of the achievements of the last five years), and any other additions the faculty member sees of importance to be included in his profile.
4. To emphasis on the need to commit to these standards when selecting a faculty member.
5. The need to reconsider these standards or update them in accordance with the nature of the Iraqi environment.
6. To take into account the transparency of educational institutions with respect to their educational programs.
7. To announce the instructions and requirements for the selection of faculty members and the requirements of other jobs.
8. To put the inspection committees designated to the selection of candidates teaching faculty members to work in the college, as well as committees responsible for the adequacy of these members and their specifications in order to achieve the overall mission and goals of the college, as well as the plan defining the college need of these members.

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7. APPENDAGES

Professors who were shown the research scale for its suitability for the Iraqi environment

No	Name	Title	Speciality	Work Place
1	Mahmoud Dawod EIRabiey	Professor	Teaching methods	Babel University College of Physical Education
2	Saleh Abdul Redha	Professor	Business administration	-Qadisiyah University School of Management and Economics
3	Mazen Abdul Hadi Ahmed	Professor	Motion sciences	Babel University College of Physical Education
4	Fares Deabaz	Assistant Professor	Business administration	-Qadisiyah University College of Business and Economics

5	Alaa Farhan Taleb	Professor	Marketing	Karbala University-College of Management and Economics
6	Qusay Fawzi	Assistant Professor	Management and organization	Basra University-Faculty of Physical Education
7	Mahmoud Hassan Naji	Professor	Management and organization	Baghdad University College of Physical Education
8	Fakhri Karim Helal	Assistant Professor	Educational management	Karbala University-College of Management and Economics
9	Jassim Mohammed Jaber	Assistant Professor	Management and organization	Muthanna University College of Physical Education

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