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POLICIES FOR DEVELOPING OF TEAM OF LECTURERS AT PUBLIC UNIVERSITIES: A SURVEY IN VIETNAM

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ABSTRACT

The Party and State have pointed out that it is necessary to fundamentally and comprehensively renovate Vietnam's education in the direction of standardization, modernization, socialization, democratization and international integration. In which reforming the educational management mechanism is necessary, education and development of teachers and administrators is a key step, because special productive forces play an important role in the higher education system, a decisive factor for quality and effectiveness education. The current, policy on developing university lecturers has created a favorable legal environment for the organization and implementation. However, the policy is not strong enough to create motivation, attract social participation and international integration. There is not master plan on development of university lecturers in the development planning and plans of the industry and the whole country. There aren't schools or faculties to train professional teachers. The state management, mechanisms and policies to develop the teaching staff are not adequate, synchronous, overlapping, and especially, there is a lack of important, appropriate policies and dynamic and unified implementation mechanisms, flexible. Therefore, the author researches the background of the theoretical and practical system as a basis for proposing solutions on policies to develop the teaching staff of public universities and conducts a survey of 500 votes including: State management of education and training; Board of Directors, Vice dean of Faculty and equivalent; Lecturers of public universities on policies related to the development of lecturers of public universities in Vietnam, the results obtained to analyze the achievements, as well as limitations and causes of limitations as a basis for proposing a number of policies to develop teaching staff in public schools today.

Keywords: Teaching staff; Public Universities; Renovating higher education; Policy on development of teaching staff.