ACADEMIC PROMOTION OF HIGHER EDUCATION TEACHING PERSONNEL IN CAMBODIA:

LEANG UN,
DEPARTMENT OF HIGHER EDUCATION
MINISTRY OF EDUCATION, YOUTH AND SPORT, CAMBODIA

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EDUCATIONAL DEVELOPMENT IN CAMBODIA: HISTORICAL BACKGROUND

- Education development after the end of colonialism
  - 1953-1970: expansion of education coverage at all level, HE in 1960s
  - 1970-1979: Civil war and genocide
  - 1979-1993: Reconstruction
  - 1993-2000s: focus on basic education

- Current, education reform focuses
  - Secondary education
  - Higher education
OVERVIEW OF DEVELOPMENT OF CAMBODIAN HIGHER EDUCATION

- 1940s: First Born HEI
- 1960s: Glory Period
- 1970s: Tragic Period
- 1980s: Reborn Period, establishment&rehabilitation
- 1990s: Reforming/Restructuring/Dev’t;
- Since 2000s: Mushrooming HEIs, especially private HEIs
In Cambodia, GER increases from 1% in 1990s to 16% in 2011

Figure 8 Gross enrollment rates in tertiary education by gender

Source: UNESCO Institute for Statistics (2009 or closest year).
There is a growing concern

- Inequitable access among rich and poor, rural and urban
- Limited quality provision
- Mismatch between education and employment
3 policy objectives

Access and Equity
- Create a comprehensive equity and access program

Quality
- Improve quality of learning, teaching and research through improving the qualification of teaching staffs
  - This is where academic promotion comes into play
- Develop and design relevant curricula

Governance and Management
- Develop a governance system, mechanisms and policies for higher education
During 60s & 70s
- Lecturer
- Assistant Professor
- Associate Professor
- Professor

Then, the system was destroyed

Currently, ប្រេក្រាម្រ (professor) is commonly used to refer to teaching personnel at HEIs
1990s: discussion to set up academic promotion policy at HEIs was started, but was interrupted due to the political conflict.

2005: discussion was reactivated

Focus only on HEIs under the ministry of education.

2010-2011: MoAFF and MoH

Issued sub-degree for academic promotion in the field of agriculture and health.

40 and 400 teaching staffs are promoted respectively.
2011, MoEYS started to push for its academic promotion policy, send it to Council of Ministers

- Council of Ministers returned back and
- Requested MoEYS to prepare policy on academic promotion for all field of study

2013, Royal Kret on academic promotion was adopted

There are three levels

- Assistant Professor
- Associate Professor
- Professor
ACADEMIC PROMOTION IN CAMBODIA: EN-ROUTE TO REFORM

- **Assistant Professor**
  - Hold post graduate degree
  - Publish in local and international academic journal
  - Supervise students’ thesis
  - Currently teaching one subject/carrying research project

- **Associate Professor**
  - Serve at least 4 years as assistant professor
  - Present papers at local and international conference
  - Publish in local and international academic journal
  - Supervise students’ thesis
  - Currently teaching one subject/carrying research project
ACADEMIC PROMOTION IN CAMBODIA: EN-ROUTE TO REFORM

- Professor
  - Hold Ph.D. Degree
  - Serve at least 5 years as associate professor
  - Present papers at local and international conference
  - Publish in local and international academic journal
  - Supervise students’ thesis
  - Currently teaching one subject/carrying research project
Every year, number of new academic position to be promoted is centrally determined by government.

Selection is done by a national committee:
- Deputy Prime Minister (president)
- Minister of Education (permanent vice president)
- 3 secretary of states (vice president)
  - Council of Ministers
  - Ministry of Education
  - Ministry of Labour and Vocational Training
- 2 representatives from concerned ministries
- 3 representations from concerned professor (nominated by concerned ministries)
In Royal Kret, national committee must has its own secretariat to carry out the job related to academic promotion.

But until now the secretariat is not yet established.

Therefore, business is usual.
Public teaching personnel = Civil servant status

Higher education teaching personnel is in A grade
STATUS OF TEACHING PERSONNEL IN HE
STATUS OF TEACHING PERSONNEL IN HE

- Entry into academic profession
  - Filling vacancies with candidates fulfill the skill required by the workplace
  - Through competitive examination (taking a consideration of equity issues)
  - Now in the process of providing autonomy to the university

- Security of employment
  - 12 months probation and now reduce to 6 months
  - Permanent civil servant

- Appraisal
  - Every 2 years promoted to the next level of the each grade
  - Selection through evaluation form or seniority
  - Now annually promoted to the next level of the each grade
Discipline and dismissal

- Disciplinary procedure is in place
- Three month following the end of probation (dismissal)
- After that
  - Voluntary departure
  - Disciplinary of the 2nd degree
  - Retirement or professional physical unfitness
  - Death

Negotiation of terms and condition for employment

- Serve at remote, unhealthy/dangerous receive favor treatment
STATUS OF TEACHING PERSONNEL IN HE

- **Salary, workload, social security benefits, health and safety**
  - Basic salary, functional allowance (pedagogic allowance) and subsidiary allowance
  - Social insurance scheme
  - Retirement
    - Less than 20 years lump-sum payment
    - Work between 20-29 years received 60% of net salary as pension, plus annual increase of 2%
  - Work accident and death
- **Study and research leave and annual holiday**
  - Following common standard leave
  - Request leave without pay up to 4 years
- **Part-time**
  - Most of the private HEIs employed part-time job
Currently government is considering to provide more autonomy to University, so what should be the policy for academic promotion look like?
  - For public sector?
  - For private sector?

The project that UNESCO proposed will provide some best-practices for Cambodia.
Thank you for your attention!