

State management on the assessment and recognition of qualified professors and associate professors in Vietnam today

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ABSTRACT:

In order to successfully implement the cause of industrialization and modernization, especially in the current era of knowledge economy and globalization, the role and contribution of intellectuals typically Professor (GS), Associate Professor (PGS) is becoming more and more important. Therefore, the state management of the accreditation of professors and associate professors is even more important in performing the functions and tasks of qualifying with the criteria to continuously improve the quality of GS, PGS in line with international practices. The article is conducted to analyze state management activities on the accreditation of professor and associate professor titles in Vietnam and propose some solutions to improve the quality and effectiveness of these activities considered and recognized for meeting the standards for the title of professor and associate professor in Vietnam in the coming time.

Keywords: Professor; Associate Professor; Title; State management, Vietnam .

I. INTRODUCTION

The consideration for recognition of the previous title of professor and associate professor and the recognition of standards for the title of professor and associate professor at present, together with the consideration of appointment of the titles of professor and associate professor, is a work in progress. important cooperation of the Party and State, in order to build a contingent of highly qualified teachers who play a key role in higher education institutions to train and develop a contingent of qualified scientists. to serve the cause of national construction and development.

However, the state management of building and developing the contingent of professors and associate professors has long had many shortcomings, requiring appropriate and

effective solutions to overcome, step by step. This team building has enough quantity and quality to fulfill all its functions. Currently, there are very few specific directives and policies for professors and associate professors. The development of a contingent of professors and associate professors is still very spontaneous, and depends mainly on the efforts of each individual, there is no short, medium and long-term plan for institutions training, research facilities in particular and the country in general; There has not been any support by mechanisms and policies or to create favorable conditions, to build an appropriate research environment..., while the requirements are set for the contingent of professors and associate professors in the career of construction and country development is increasing. Regulations on inspection, examination and supervision of activities to consider and recognize standards of professor and associate professor titles are not specific and have no high deterrent effect. In general, the current regulations on state management on the assessment and recognition of qualified professors and associate professors currently have many shortcomings and need to be amended, supplemented, completed and upgraded the effectiveness of documents to apply uniformly throughout the country, avoiding dispersion and arbitrary practices.

As a civil servant of the Office of The State Council for Professorship, the author chooses the topic: "State management on the assessment and recognition of standards for professor and associate professor titles in Vietnam today", giving some suggestions solutions and recommendations and proposals to improve the effectiveness and efficiency of state management on the consideration and recognition of qualified professors and associate professors in the coming time.

II. THEORETICAL BASIS

2.1. Concept

GS, PGS can be understood as the positions, titles or academic titles that universities confer upon highly qualified people with great contributions and potential in research and scientific management, training to complement assume the leading positions of research and training units in universities.

In Vietnam, there are only two titles: Professor and Assoc Clause 3, Article 70 of the Education Law 2005 stipulates: “Teachers who teach at preschool, general education and vocational education institutions are called teachers; in higher education institutions are called lecturers”. Also in the Education Law 2005, Article 71 reads: “Professor, associate professor is the title of a teacher who is teaching at a higher education institution”. Teachers, lecturers, associate professors and professors are collectively referred to as teachers. Clause 2, Article 54 of the Law on Higher Education 2012 stipulates: “The titles of lecturers include teaching assistants, lecturers, main lecturers, associate professors and professors”. In short, Professor, Associate Professor is the highest scientific title of a teacher who is teaching and training at university, master, and doctoral degrees in our country. Almost other countries in the world have the same regulations as above .

The concept of state management on the assessment and recognition of professor and associate professor titles is an organized and regulated influence by state power on the assessment and recognition of professor and associate professor titles. Assoceducation and training needs of the people, thereby contributing to the realization of the educational and training objectives of the state. In other words, the state management of the accreditation of professors and associate professors is the exercise of state power by state agencies to administer and regulate all activities of the accreditation process. name of professors and associate professors in the whole society in order to realize the goal of developing intellectuals and developing the cause of education and training of the State.

2.2. Characteristics of the state management on the recognition of qualified professors and associate professors

State management of the accreditation of professors and associate professors is a content in state administrative management in the fields of activities of social life. Therefore, the state management of the accreditation of the title of GS,

PGS also has the common characteristics of state administrative management, such as: It is a management activity of state power, which is carried out by subjects with executive power; is an executive and executive activity that is organized, unified and hierarchical, continuous, proactive, and creative. Accordingly, the state power in management activities is a prominent feature of state management in all fields in general and state management in regard to the assessment and recognition of standards for professor and associate titles in particular could be:

The most important condition for performing state management in any field is that the governing body must have authority. This authority is provided for in legal documents. The state management agencies in charge of considering and recognizing the qualifications of professor and associate professor titles are legally established, have clear operating regulations to carry out management activities properly and fully according to their functions, tasks and rights. within the prescribed time limit, not to abuse power and not to transfer responsibility to other agencies or organizations. The exercise of the management authority of the subjects must also be associated with the decentralization and strict hierarchical compliance in the state management of the accreditation of the title of GS, PGS.

The means of state management on the consideration and recognition of meeting the standards for the title of Professor and Associate Professor are legal documents and regulations. These documents are specific documents, expressing the guidelines, lines and policies of the Party and State, and at the same time reflecting the interests of the whole society. They play an extremely important role in establishing a legal framework for management activities and ensuring the power of the state in performing management functions.

State management of the accreditation of professors and associate professors must adhere to strict hierarchies, and management activities follow clear decentralization and orders. In state management, the subjects will be decentralized in a certain order, and each subject will have management authority within the assigned scope. Obeying the hierarchy and strict hierarchy in state management helps to ensure that the decisions and actions of the subjects will be implemented in the right jurisdiction and in the right scope, avoiding disputes over authority. between management entities. In the consideration and recognition of the standard titles of GS, PGS. Regulations and

evaluation procedures will be established strictly and transparently, avoiding bias, protecting the rights of the reviewee and ensuring the objective assessment.

III. RESEARCH RESULTS

3.1. Overview of the assessment and recognition of qualified professors and associate professors in Vietnam

The State Council of Supervisors for the 2018-2023 term was established under Decision No. 1814/QD-TTg dated December 24, 2018 of the Prime Minister.

Legal regulations on standards and procedures for appointment and dismissal of professors and associate professors for this term are prescribed in Decision No. 37/2018/QD-TTg dated

31th August, 2018 of the Prime Minister. promulgate regulations on standards, procedures for consideration and recognition of standards and appointment of the titles of Professor, Assoc. procedures for consideration of cancellation of recognition of titles and dismissal of professors and associate professors and the Prime Minister’s Decision No.25/2020/QD-TTg dated 31th August, 2020 amending and supplementing a number of articles of the Decision No. 37/2018/QD-TTg dated 31th August, 2018 of the Prime Minister promulgating regulations on standards, procedures for consideration and recognition of standards and appointment of the titles of Professor, Assoc. procedures for considering cancellation of title recognition and dismissal of the title of GS, PGS.

Table 1. Number of public teachers who have qualified for the title of Professor and Associate Professor in the period of 2019-2021

No	Review, year	Professor	Associate Professor	Total
1	2019	74	353	427
2	2020	39	300	339
3	2021	42	363	405
	Total	155	1016	1171

(Source: Office of the State Council of Supervisors)

It can be clearly seen that the number of professors and PGSS recognized to meet title standards in this period decreased significantly compared to the years of the 2014-2019 period. The reason for this change is due to the new regulations on the title standards of Professor and Associate Professor of Decision No.37/2018/QD-TTg compared to Decision No. 174/2008/QD-TTg, especially regulations on the mandatory criteria to have prestigious international articles for the title of Professor, Associate Professor of all candidates in 28 interdisciplinary and interdisciplinary professorships. This is a breakthrough change in the direction of approaching international standards, meeting the strong development of the times. Candidates of this stage have an increasingly young average age.

Thus, during the past 41 years, from 1980 to now, our state has carried out 28 times, there are 1,953 professors and 12,670 associate professors, a total of 14,623 teachers have been considered for recognition of scientific titles, conferred academic titles, consider the recognition of standards and appoint GS, PGS. It is a team of high-quality intellectuals, ensuring to perform well the function

of training millions of students, tens of thousands of masters and doctorates as well as playing a decisive role in the career of scientific research, making an important contribution to the development of science and technology important in the development of the country.

3.2. The current state of state management on the recognition of qualified professors and associate professors in Vietnam

a) The guidelines and policies of the Party and State on the consideration and recognition of qualified professors and associate professors

From 2018 to now, the legal regulations on standards, procedures for appointment and dismissal of professors and associate professors are prescribed in Decision No. 37/2018/QD-TTg dated 31th August, 2018 of the Prime Minister. The Prime Minister promulgates regulations on standards, procedures for consideration and recognition of standards and appointment of the titles of Professor, Assoc. procedures for considering cancellation of title recognition and dismissal of professor and associate titles; Amended and supplemented a number of articles in Decision No.

25/2020/QD-TTg dated 31th August, 2020 of the Prime Minister.

In addition to guidelines and policies on the assessment and recognition of the standard titles of :

Decree No.141/2013/ND-CP dated 24th October, 2013 promulgating detailed regulations and guiding the implementation of a number of articles of the Law on Higher Education stipulating that the title of PGS is ranked I according to the classification of positions. professional titles of public employees and enjoy the salary scale and grade corresponding to the rank of senior specialist; GS titles are ranked II according to the classification of professional titles of public employees and enjoy the salary scale and grade equivalent to senior experts (Article 8) Article 9 of Decree No. 141/2013/ND-CP stipulates that lecturers holding the title of professor and associate professor at higher education institutions may be able to extend their working time from the time they reach retirement age to teach. study if they are healthy enough, voluntarily extend the working time and the educational institution needs it (the duration should not exceed 10 years for professors; 7 years for associate professors).

Decree No. 40/2014/ND-CP dated 12th May, 2014 of the Government stipulating the use and personal use of scientific and technological activities. In particular, the content of Article 6 of this Decree stipulates that people holding scientific titles or technology titles at public non-business units engaged in science and technology activities, meeting the criteria of scientific and technological titles in public non-business units. Higher titles are specially appointed to scientific titles, higher technology titles do not pass the promotion exam, regardless of the working year, if during the period of holding the rank, they are appointed as Professor or Assoc. Article 9 of this Decree has the same content as Article 9 of Decree No. 141/2013/ND-CP. According to the provisions of Article 10 of Decree No. 40/2014/ND-CP, individuals engaged in science and technology activities holding the titles of Professor or Associate Professor in public science and technology organizations are also entitled to policies and regimes. people with equivalent titles in public higher education institutions if the policies and regimes are more favorable.

The guidelines and solutions proposed on policy and mechanism renewal for professors and associate professors in recent years are quite specific and comprehensive, but the institutionalization is still slow and inconsistent. In

general, the regulations are inconsistent and spontaneously scattered. Most of the regulations apply to all subjects, not paying attention to the specificity of the professors and associate professors, so when applying problems, they do not promote effectively.

b) Promulgating legal documents providing for the consideration and recognition of qualified professors and associate professors

The promulgation of legal documents, guiding documents and organization of assessment for accreditation of professor and associate titles are of great significance in the state management of standard accreditation. the title of GS, PGS. This is the legal basis promulgated by the competent state agency, the legal basis for the competent state agency, depending on the functions, tasks and powers prescribed by law to perform the tasks. currently effective.

Legal documents on consideration and recognition of professor and associate professor title standards are documents promulgated by competent state agencies or jointly promulgated according to their competence, form, order and procedures prescribed by law. regulations, including a common code of conduct, with universal force, which is guaranteed by the State to regulate social relations in the assessment and recognition of professors and associate professors. The system of legal documents on the assessment and recognition of professor and associate professor titles is the basis for management activities, stipulating standards, procedures and processes for the accreditation of professor titles. , Assoc. In particular, Decision No. 37/2018/QD-TTg signed and promulgated by the Prime Minister on 31th August, 2018 is the “backbone” document of the assessment and recognition activities for the standard titles of professors and associate professors in Vietnam South present.

c) Promulgating, guiding and organizing the implementation of documents on the assessment and recognition of standards for the title of Professor, Assoc

Promulgating, guiding and organizing the implementation of documents on the accreditation of professors and associate professors in accordance with international practices, with an even structure. The State Council of Education promulgates resolutions and guiding documents on the annual review and recognition of the title of Professor and Associate Professor, ensuring compliance with the provisions of Decision No. 37/2018/QD-TTg, Decision No. 25 2020/QD-TTg,

fair, objective, public, in accordance with regulations and improve the quality of professors and associate professors; Amend and supplement the forms in Appendix II; complete the software and provide support tools; provide training and guidance materials; Review and warn in advance of problems with candidate records.

The system of documents guiding the organization to consider and recognize meeting the standards of professors and associate professors titles annually of the State Council of Education is the basis for activities to consider and recognize the standards of professor and associate titles of the grassroots supervisory boards and supervisors' councils. branches, interdisciplinary, higher education institutions include:

The annual plan of tasks of the State Council of Education and the Office of the State Council of Supervisors.

Dispatch announcing the annual recognition schedule for the title of Professor, Assoc.

Dispatch announcing the addition and updating of forms in Appendix II of Decision No. 37 to suit reality, with the provisions of Decision 37, Decision 25 of the Prime Minister and Circular No. 20/ 2020/TT-BGDDT dated 27th July, 2020 by the Minister of Education and Training.

d) Inspect, examine and supervise activities of considering and recognizing standards for professor and associate professor titles

Every year, during the process of organizing the assessment and recognition of the standard titles of professors and associate professors, the State Council of Professors always conducts monitoring and post-audit activities for the Supervisory Boards. Following the direction of the State Council of Supervisors Standing Committee, from 2019 to 2021, the State Supervision Council's Office has carried out supervision at grassroots Supervisors Councils, sectoral and inter-sectoral supervision councils to assist councils in complying with regulations current. Every year, the Office of the State Council of Supervisors organizes 02 rounds of examination and review of candidate dossiers:

Phase 1: Reviewing the review results of the grassroots supervisory board, making a note for each application to be sent to the sectoral and interdisciplinary supervisory boards with a number of main contents: Insufficient criteria determined by the grassroots supervisory council; questionable comments in the CSCS; inconsistencies between the minutes of the meeting of the CSCS, the cross-extract (form 08) and the appraisal version (form 05); insufficient evidence in the dossier;

(searchable) notes relating to international journals and publication information of scientific articles. for activities in the sectoral and interdisciplinary supervisory board.

Phase 2: Receiving and reviewing candidate dossiers and review results of 28 interdisciplinary and inter-sectoral tutoring councils, requesting interdisciplinary and inter-sectoral tutoring councils to consider and clarify some dossiers: Inconsistencies between Minutes of the meeting of the Board of Supervisors of the sector, inter-branch, the excerpt (form 09) and the appraisal (form 06); insufficient evidence in the dossier; the handling of the documents noted in the records review sheet from the grassroots supervisory board.

IV. SOME SOLUTIONS TO IMPROVE THE EFFICIENCY AND EFFICIENCY OF STATE MANAGEMENT OF THE CONSIDERATION OF ASSESSMENT OF THE STANDARDS OF PROFESSOR AND ADJUSTMENT PROFESSOR IN VIETNAM

Firstly, Perfecting the mechanism and policies on the recognition of qualified professors and associate professors and the exclusive remuneration regime for professors and associate professors.

The current legal regulations have institutionalized the Party's goals and views, created a legal framework on policies for the development of intellectuals; Along with the general regulations, there have been specific regulations showing the Party and State's interest in intellectuals, on the one hand, encouraging and encouraging the intellectuals to work, be creative, and co-operate. time to exploit and use more effectively the capacity and wisdom of the intellectuals; current regulations have ensured the suitability with practice.

Second, Consolidate the organizational apparatus and personnel for state management of the accreditation of professor and associate professor titles.

Reasonable assignment and close coordination between relevant ministries and sectors to strengthen the organizational apparatus and state management personnel in regard to the consideration and recognition of qualified professors and associate professors, in which, the Ministry of Education and Training play the main role. The Ministry of Education and Training shall assume the prime responsibility for, and coordinate with the Ministry of Home Affairs in, submitting to

the Prime Minister to consolidate the permanent personnel of the State Council of Teachers; Coordinating with the Ministry of Home Affairs and relevant ministries and branches to develop and submit to the Government and Prime Minister for promulgation regimes and policies for the contingent of professors and associate professors.

Third, Strengthening the inspection, examination and supervision of activities to consider and recognize standards for professor and associate professor titles.

Completing the system of normative documents in general on the assessment and recognition of professors and associate professors, in which it is necessary to focus on and supplement regulations on inspection, examination and supervision of activities. review and recognition of professor and associate professor titles with specific and highly deterrent sanctions. Overcoming the limitations of the document regulating this work, avoiding prolonged lawsuits and denunciations, and not timely detecting cases of violations for both candidates and standard recognition activities the titles of Professor, Associate Professor of the Councils at all levels.

Fourth, Improve the effectiveness of propaganda, widely disseminate the roles, positions as well as policies on developing creative professors and associate professors, in implementing scientific applications, especially is the social science.

Improve the spirit and awareness of scientific staff, lecturers, agencies, organizations, and ministries in the work of assessing and recognizing the standards of professor and associate titles as well as developing a team of highly intelligent people of our country today. By completing and disseminating state policies towards professors, associate professors as well as intellectuals in general, scientific staff, lecturers, leaders of agencies and organizations, raise awareness about position, roles, interests and responsibilities towards themselves, their agencies and society. It is the basis of motivation for the intellectuals to strive harder in the cause of scientific and training development of the country. Relevant ministries and branches in terms of state management should pay attention to, study, develop and promulgate appropriate mechanisms and policies in the new situation.

Fifth, complete the procedures towards modernization

In the coming time, it is necessary to prepare the conditions for information technology infrastructure, provide training and guidance, use

the registration software, submit the application, and consider the recognition software to meet the standards of GS and PGS titles to progress. To expand the scope of application of digitization of all applications for accreditation of professor and associate titles to candidates of 28 interdisciplinary and interdisciplinary professorships. Continue to improve and develop software: Register for accreditation to meet the standards of the title of Professor, Assoc. Considering the recognition of meeting standards for the title of Professor, Assoc. The system of looking up articles, books, ... to serve the assessment and recognition of meeting the standards of GS and PGS titles is getting better and better.

The recent digital transformation manifested in the increased adoption of digital technologies provides a better platform for the participation of all stakeholders in the review process and, in particular, allows for feedback. of the scientific community at home and abroad.

V. CONCLUSION

The consideration and recognition of the previous title of GS, PGS and the recognition of the standard of the title of GS, PGS aims to build a team of highly qualified teachers who play a key role in higher education institutions to train and develop a team of highly qualified scientists to serve the cause of construction and development country development.

The management work on the accreditation of professors and associate professors in recent years has achieved basic results such as improving both the quantity and quality of professors and associate professors. This is an important step in the process of gradually moving closer to international standards, avoiding the spread of taste, spreading the disease of achievements and profiteering, and avoiding the deterioration of the country's science because there is no worthy research and practical application. The evaluation criteria are towards international integration, approaching the quality in terms of form and content of prestigious international journals. The list of scientific journals that are scored is the driving force for Vietnamese scientific journals to increasingly improve their quality, publish English-language publications, publish online, and attract the participation of domestic scientists. and in the world. It can be said that the State Council with regulations and increasing requirements in tightening the list of scientific journals with points has contributed to promoting the increasing quality of Vietnamese scientific

journals.

In order to successfully implement the cause of industrialization and modernization, especially in the current era of knowledge economy and globalization, the role and contribution of intellectuals, typically GS, PGS are becoming more and more important. Therefore, the state management of the accreditation of professors and associate professors is even more important in performing the functions and tasks of qualifying with the criteria to continuously improve the quality of GS, PGS in line with international practices.

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