

Promotion in a non-competitive environment

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November 19, 2012

Untill late 1980's - a mathematician

Then

a theory group leader

with over 50 descendants (with Ph.D.)

papers in theory, FOCS, STOC, SODA, LICS, ICALP, STACS, ...

Who am I



University administrator

Department chair - since 1996

University President (2006-2008)

Who am I



A reformer of Polish HE

December 2007 - convince Prime Minister of Poland that the reforms are necessary

Spring 2008 - design of postulates for reforms

2010 - design of strategic plan for Polish HE until 2020



Governance bases on the kibbutz model

Very bureaucratic regulations

Quality means - according to rules

Quality control instead of promotion of excellence

Our Department



Beginning

1962 - Chair of Numerical Methods, equipped with Elliott 803

Our Department



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1969 - new computer - Odra 1204

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1980's - Odra replaced by RIAD, collapse of computer industry



lack of mobility

From freshman to retirement in one university

The one important (local) decision - hiring for assistant professor

Possibility of being fired - but one must fail very badly

Very low (basic) salary

Reasonable income



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Positions - decided locally

- assistant professor (adiunkt)
- associate professor (professor nadzwyczajny)
- full professor (profesor zwyczajny)

Degrees - nationwide

- doctorate
- habilitation
- title of professor

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Areas

Technology

Mathematics

Areas

Technology

Computer Science, Electronic Engineering, Telecommunication

Mathematics

Mathematics, Computer science

University departments

Faculties

(Part of) Science

(Part of) Technology

University departments

Faculties

(Part of) Science

Mathematics, Physics, Chemistry, and CS

Mathematics, Physics and CS

Mathematics and CC

(Part of) Technology

University departments

Faculties

(Part of) Science

(Part of) Technology

CS and Electronic Engineering

CS and Telecommunications

CS and Management

Local authority - faculty council (Rada Wydziału)

Rights to grant - given by a central institution

Rights are graded

Depend on the number of employees with habilitation and with the title

are restricted to subareas

e.g. habilitation in math and Ph.D. in CS

Composition

Elected by professors with title

Reflects opinions of majority (mediocre)

Until recently - senile

Divided into areas (science, technology, ...)

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Role

Gives rights to grant degrees

Interfere with procedures

For habilitation chooses 2 referees

For the title - makes the final decision

How to keep standard

Create good praxis (ambiance)

Build a network of excellence (colleagues who care)

Rely on international peers

How to keep standard

Create good praxis (ambiance)

Works only in smaller teams

Build a network of excellence (colleagues who care)

Rely on international peers

Often refused by faculties

Local

Incentive to increase the number of diplomas

Deans are elected

Other departments may have lower standards

The candidate is our friend

No punishment for poor quality

Outside

Members of Central Council are elected

One can bypass the faculty - in other department

One can choose a different area (technology)

One can get a degree in other country

Incentives to increase the number of faculty with diploma

Rights to grant

Bachelor

Master

Ph.D.

Habilitation

Bigger budget

The more - the better Quality does not count

Before habilitation

Every 2 years

After habilitation

Every 4 years

Does not lead to any profit advantage e.g. salary increase
No incentive to do it right

Before habilitation

Every 2 years

Formal, possible verdicts: *positive* or *negative* (no *insufficient*)

Many possibilities for appeal - university president is elected

After habilitation

Every 4 years

Fiction: nobody will give *negative* to a colleague

How to increase income

Grants - now quite easily available

How to increase income

Grants - now quite easily available (outside of competence of department)

Additional teaching load

Additional job

Strong and charismatic leader

Strong and charismatic leader

It works for a limited time only

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Reforms of HE

Any chance?

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Reforms of HE

Unrealistic

professors are happy

politicians are affraid