

ANALYZING THE PROFESSIONAL MORALS OF FACULTY MEMBERS IN SAUDI UNIVERSITIES

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ABSTRACT

The moral part is considered one of the most prominent subjects the Islamic Shari'a has brought. The good morals are required from every individual. It is more required from the scientist and the teacher and it is more influential. Moreover, it is necessary for a call for the moralistic commitment by the planters of pure nature and good morals in all heavenly religions, in the human cultures and in all the practical and scientific specializations. Causes to chose the topic were: a) Activating the sublime moralistic Islamic message for the teaching staff member in the Saudi universities., b) Spreading the culture of the morals of profession of the teaching staff member in the Saudi universities according to the available scientific media and advancing the level of the moralistic treatment in university society, c) The treatment of some lacks of morals during the professional building of the teaching staff member under the shadow of the great development and the numerical width that the Saudi universities see., d) Realizing the moralistic and honorable competition in developing the personal constituents of the teaching staff members in the professional field. This is to make King Faisal University in Al-Hasa a pioneer in researching in this important field to strengthen the professional morals of the teaching staff member in the Kingdom of Saudi Arabia and in the whole world. Question of the study were: a) what are the important present practices of the profession of the teaching staff member in the Saudi universities?, and b) how can the suitable media for evaluating the moralistic practices of the teaching staff member be defined? The two questions are to be answered according to the qualifying and analyzing program through returning to the Shari'a and scientific sources. The medium of recording the notice and deduction should be used. Target group include those who are responsible for the higher education in the higher departments Research study in the professional morals of faculty members in Saudi universities, concluded with some recommendations to improve the situation.

Keywords: morals, faculty, university, teaching staff, professional

INTRODUCTION

The Islamic Message is considered moralistic in the content of its Godly instructions whether private or common, and the reward of it in our world and in the Hereafter. Imam Bin Al-Qayyim says, "Religion is wholly moralistic. He, who surpasses you in morals, surpasses you in religion." This great understanding of the law of religion and its instructions and its directing of the behavior manners indicate clearly the importance of morals in Islam.

Due to the great change in social patterns in the world international culture and its moral effect, the modern educational systems have made a prominent role in stabilizing the good values and the moralistic behaviors in society. Therefore, the Ministry of Higher Education, represented by universities, and the educational societies and the laboring committees play an initiative and great role in the structure of these values and behaviors through what is carried to it by those who are related to it and through the teaching staff. What is carried to it is the moralistic message that is spread by them in the moralistic structure of the personal constituents, the moralistic reaction during the professional performance and the moralistic commitment when performing the various possibilities.

Owing to this important part, many international universities have cared for calling to limit the personal and professional constituents of the university teachers. This is because of the numerous roles that are related to them, the importance of the teacher inside and out side the university and the power of his influence in society. Therefore, they put the moralistic pacts in the regular lists of the teaching staff member and appointed the regular councils to examine these morals. They have paid a great importance to this part on all levels.

As a result of the different views of the teaching staff about the required morals of the teaching staff member, it was very important to put a conception for a research in hand. The view of the morals of the profession of the teaching staff member should be built on a group of scientific criteria and the personal conventions of the teaching staff member together with the professional behaviors that are necessary for the advancing of the teaching method in higher education especially with the importance of the radical treatment of some patterns that lack behavioral manners concerning some of the teaching staff members.

RESEARCH QUESTIONS

The research offers two questions:

1. What are the important present practices of the profession of the teaching staff member in the Saudi universities?
2. How can the suitable media for evaluating the moralistic practices of the teaching staff member be defined?

RESEARCH METHDOLOGY

The two questions are to be answered according to the qualifying and analyzing program through returning to the Shari'a and scientific sources. The medium of recording the notice and deduction should be used.

Target group include those who are responsible for the higher education in the higher departments benefit in putting general policies and organizing tables for the teaching staff members and all the Saudi teaching staff members, males and females, to whom are added the lecturers, the demonstrators, the technicians, the laboratory technicians, the assistants and the contractors with the Saudi universities.

An inquiry sheet that serves the terminology of the research was developed. Saudi national faculty members Vice-President of a University, a Dean, a Vice-Dean, a Head of a Department, a Manager of a Center, a Head of a Committee working or worked in the Saudi universities were in the population of the study. Only 196 inquiry sheets out of one thousand sheets were completed. However, these sheets were distinguished by deep experience, comprehensive view and important notices.

ANALYSIS OF DATA

PART I. The Practices of the Faculty Members towards Professional Morals

The Personal Constituents

The present time inquiries impose numerous challenges on the universities, some of which are scientific, technical or professional. More of these stress the professional growth of the teaching staff member in them. This is what the two researchers Dr. Patricia A. Lolar and Dr. Cathline B. King stressed about the professional growth of the teaching staff member. They mentioned, in the introduction of the study, "In the last decade of the twentieth century, we observed the increasing important range of the professional growth of the teaching staff member as he is considered the first support of the development of the university education." (1) The regulations and schedules of the higher education in all countries have asserted the moralistic constituents of the teaching staff members. I give an example from the Kingdom of Saudi Arabia where the regulations have mentioned, "The teaching staff member should be qualified with trust and right behavior, and he should commit himself to the applied systems, the instructions and rules of behavior and politeness. He must be always above every thing that is against the honor of the profession." (2)

The important constituent that is necessary in building the teaching staff member is the trust in the personal capabilities and witness that is built on straightforwardness. The studies that have included religion, philosophy, literature, psychology and the morals of commerce and ruling, defined the central behaviors of the straightforwardness of the teaching staff member and the correctness of his rulings. This includes the following: "Concern in the common benefit, the trust, fulfilling the commitments, justice, accepting to bear the responsibility, respecting others, congratulating others for their success, facing the unjust conducts and actions, forgiveness and helping others." (3)

Table 1. shows the comparison of the teaching staff members' ideas from the point of view of specialization concerning the personal constituents of the teaching staff members in the university attitude. The exam has been done by the use of the statistic exam (F) and the abstract denotation 0.05.

The comparison has shown the existence of abstract denotation concerning the emergence of trust in the personal capabilities on behalf of scientific specialization more than it is on the literary and Shari'a specializations.

There is abstract denotation concerning the capability in strategic planning and a capability in building good relations with others. It is discovered that the scientific and literary specializations are more abstract in this field than the Shari'a specialization.

1. A summary of the book: *Towards Active Professional Development of the Teaching Staff i. Member*; p. 165.
2. The Regulations and Schedules of the Higher Education Counsel in the Kingdom of Saudi Arabia, i. Item 38, p. 292.
3. Richard L. Hughs, Cathrine Kola Rilly Bitty, *How to Become a Strategic Leader*, (little change), p. 193.

Table 1. Essential personal constituents of the teaching staff members in the university according to specialization

Expression	Sahri'a	Literature	Science	Exam of B	Absrtaction F
Care for performing religious obligations	4.32 ± 0.7	4.6 ± 0.55	4.37 ± 0.69	0.05	3.05
Concerning of smiling to to others	3.97 ± 0.66	4.09 ± 0.76	4.11 ± 0.84	0.78	0.39
Concern in good appearance	4.03 ± 0.71	4.38 ± 68	4.36 ± 0.58	0.03	3.7
Being optimistic	4.09 ± 0.65	3.86 ± 0.93	3.83 ± 1.08	0.41	0.9
Emerging trust in personal abilities	3.23 ± 1.2	3.8 ± 1.06	3.03 ± 0.99	0.002 **	6.18
Capability of strategic planning for professional objectives	3.23 ± 1.2	3.8 ± 1.06	3.03 ± 0.99	0.02 *	4.19
Capability of taking decisions in studied manner	3.58 ± 0.99	3.83 ± 1.07	3.94 ± 0.94	0.21	1.56
Pleasure with the reactive harmony	3.71 ± 0.86	3.89 ± 1	3.97 ± 0.9	0.39	0.93
Capability of building good relations with others	3.71 ± 1.04	4.14 ± 0.79	4.16 ± 0.72	0.02 *	3.99
Capability of good listening to others	3.84 ± 0.86	4±0.92	4.01 ± 0.95	0.65	0.43
Concern in consultation in his work	3.74 ± 0.82	3.71 ± 1.16	3.76 ± 1.05	0.88	0.12
Capability of forgiving others	3.68 ± 0.98	3.82 ± 1.04	3.93 ± 0.92	0.31	1.17
Capability of adaptation with academic changes	3.68 ± 0.87	3.89 ± 1.06	3.98 ± 0.92	0.31	1.17
Encouraging co-operation in the working team	3.45 ± 1.06	3.8 ± 1.05	3.93 ± 1.1	0.1	2.33
Holding idea in the discussed issues	3.13 ± 1.02	3.26 ± 1.09	3.19 ± 1.14	0.85	0.17

* The number is of an abstract denotation** The number is of a high abstract denotation

Scientific Trust

One of the moral values on which Islamic Law (Shari'a) is built is trust. Trust is of great importance, and violating it, is a dangerous crime. Allah said, "We did indeed offer the Trust to the heavens and the earth and the mountains, but they refused to undertake it, being afraid thereof: but man undertook it:- He was indeed unjust and foolish." (1)

Sa'di said in his interpretation of this verse, "Allah glorified the matter of trust, which was entrusted to those responsible for it; it is to obey orders, to avoid the forbidden in the case of mystery and disappearance. Allah has offered it to the great creatures: the heavens, the earth and mountains as an offer of choice not as an offer of obligation." (2) The trust of the teaching staff member is to offer the science which Allah has honored him with and has raised his rank, and to apply this science in the field of the university education. The staff member should be careful for the scientific trust in all his scientific and practical work.

1: Al-Ahzab Sura, verse No. 72.

2: Sa'di, Tayseer Al-Karim Al-Mannan fi Tafseer Kalam Al-Rahman, p. 620.

Shaikh Muhammad Al-Khadir Hussain says, “The success of a nation is in the goodness of its work. The goodness of its work is in the goodness of its sciences. The goodness of its sciences is when its men are trustful in what they relate or describe. Trust is the ornament of science and its soul which the delicious fruit can make of delicious taste. If you review the biography of scientists, you will see a great difference between the trustful scientist and the un-trustful one. You will see that the first is in a rank which is enveloped with respect, and the benefit from him by people increases. But you will see that the second is in a little rank and the selves of the scientific students will be far from taking from him or they are slow in taking from him.” (1)

Scientific trust is praised by writers and researchers with their different religions and ideas. Wise men agree about its importance in every place and time. (2)

Many researchers see that there is unanimity in saying that the main employments of the teaching staff member in university are limited in three main fields. These are:

Teaching to Prepare the Human Powers: The professional activity of the teaching staff member includes many duties, knowing that the building of the society is based on them. The most important of these duties is the process of teaching students. It is in this sense that Hambred and Itkins define the most important qualities of the modern sample of the teaching staff member. They say, “The criteria of establishing professional efficiency of the teaching staff members are centered on the range of the professional understanding of the teaching process and the widening of the circle of consciousness in them. This is achieved through a group of modern information and developing knowledge. The understanding of the process of teaching students is to have the priority in achieving the professional development of the teaching staff members despite their non-agreement on this.” (3)

The Scientific Research: Muslims cared for scientific research, wishing it, writing in its fields and encouraging those who worked in it. The fields of the scientific research differed: interpretation, jurisprudence, behavior, astronomy, engineering, medicine, surgery and other sciences. Previous Muslims innovated in developing these sciences, the conditions of the research media (the sciences of media and machines) and the linguistic understanding and applications that a scientist should have in order to be able to work in the scientific research. Unfortunately, in general, the problem of scientific research in the Arab countries did not take a proper place that suits the need for research in the present situation. (4) The performance of scientific researches is an essential employment of the teaching staff member for advancing knowledge. It is necessary for acquiring new information and developing new applications that contribute in pushing the process of the international scientific research in all the fields of the human knowledge.

Serving the Society

There is no doubt that the teaching staff member plays a prominent and basic role in the material and valuable development of the whole society. This results in the limitation of the civilized level of the society through discovering and exposing the creative capabilities of the person who leads the processes of the comprehensive development. This strengthens the role of the teaching staff member in discovering the situation that he lives in and in working in serving the society in a cultivated manner and higher level from the human and social sides. (5) The new direction of tying the role of the universities with the private and national sectors represents a great support for scientific projects, the research chairs and the corporeal and material donations to strengthen the role of the universities. (6)

1. Rassa'il Al-Islah, pp. 70-71.

2. See Al-Hussain's Al-Amana in Islam, p. 54 and the following pages.

3. Dr. Patricia a. Lolar, Dr. Cathline B. King *Towards Active Professional Development of the Teaching Staff Member*, p. 168.

4. See Malakawi *Islamization of Knowledge Magazine*, p. 106.

5. See Nu'aimi's article in the Internet entitled, “Towards a Strategy to Reform the Higher Education in Iraq”.

6. The President of King Saud University declared an establishment of more than fifty six research chairs in various scientific fields in the last two years, 2007 – 2008. This is taken from the lecture of his highness, the President of King Saud University, Abdullah Al-Uthman, in the opening of the symposium of the Arab Universities about Higher Classification and Academic Adoption, Sunday 23 / 5 / 1429 H, Riyadh.

This strategy burdens the teaching staff member with a double responsibility to serve the society, to care for its development and to prepare the suitable plans to develop it, to meet its needs and to solve its suspended problems.

Table 2. Practices of the teaching staff members related to the scientific trust through the university situation, according to specialization

Expression	Shari'a	Literary	Scientific	Degree of B	Abstraction F
Preserving the knowledge development	3.91 ± 0.98	3.98 ± 0.84	3.92 ± 0.89	0.66	0.42
Capability of developing teaching methods in his scientific material	3.32 ± 1.08	3.46 ± 1.09	3.71 ± 1.05	0.13	2.03
Preparing lectures in a good way	3.61 ± 1.05	3.75 ± 0.94	3.99 ± 0.83	0.08	2.62
Capability of developing creativity	3.19 ± 1.05	3.38 ± 1.07	3.46 ± 1.11	0.49	0.71
A care for transporting scientific experiments to enrich his material	3.48 ± 1.15	3.55 ± 0.98	3.79 ± 0.99	0.19	1.63
Persistence on teaching specific materials	3.55 ± 1.33	3.8 ± 1.11	3.66 ± 1.08	0.56	0.59
Using technologies in performing his job	2.84 ± 1.16	3.2 ± 1.12	3.77 ± 0.94	0.0 **	11.97
Exploiting teaching to achieve personal aims	2.32 ± 1.05	2.17 ± 0.91	2.26 ± 0.95	0.73	0.32
Efficiency in supervising students' researches	3.26 ± 1.06	3.38 ± 1.09	3.78 ± 0.87	0.01 **	4.99
Efficiency in supervising scientific theses	3.55 ± 1.06	3.82 ± 0.88	3.88 ± 0.79	0.18	1.73
Concern in good participation in scientific researches	3.19 ± 1.22	3.52 ± 0.95	3.75 ± 0.96	0.02	3.85
Exploiting the others' efforts relating them to himself	2.16 ± 1.07	2.29 ± 1.01	2.3 ± 0.89	0.77	0.26
Credibility in publishing scientific results	3.93 ± 0.68	3.82 ± 0.79	3.94 ± 0.8	0.58	0.55
Being just in students' evaluation	3.81 ± 0.98	3.86 ± 0.89	4.17 ± 0.71	0.02 *	3.89
Interest in the exams systems	3.8 ± 1.11	3.89 ± 0.85	4.22 ± 0.64	0.01 *	4.93
Exams' comprehension of the curricula	3.77 ± 1.02	3.89 ± 0.71	4.08 ± 0.77	0.12	2.19
Goodness of debate control with others	3.39 ± 1.02	3.51 ± 1.06	3.64 ± 1.02	0.45	0.81
Goodness in debate control with colleagues in profession	3.71 ± 0.86	3.83 ± 0.91	3.92 ± 0.81	0.47	0.76
Goodness of dialogue with his bosses	4.03 ± 0.75+	3.97 ± 0.79	4.04 ± 0.78	0.84	0.17
Activating participation in scientific counsels	3.35 ± 1.14	3.55 ± 1.05	3.79 ± 0.98	0.09	2.49

Table 2 shows a comparison of the ideas of different specializations (Shari'a, literature and science) which the teaching staff members practice concerning scientific trust in university situation. Statistic exam (F) was used together with abstract denotation (0.05)

The comparison has shown statistic abstract difference on behalf of scientific specialization in the use of technologies in performing a job, the goodness of supervising scientific theses, being just when evaluating students and the interest in the systems of exams. AS for the other elements, a statistic difference of abstract denotation has not appeared.

Practical Responsibilities

One of the qualities of the human self is that it is built on imperfection. Therefore, the reaching of perfection is dear. One should exert all his efforts to perform the responsibilities that he is responsible for. Allah said, "On no soul doth Allah place a burden greater than it can bear. It gets every good that it earns, and it suffers every ill that it earns. Our Lord! Condemn us not if we forget or fall into error." (1)

The Islamic Shari'a, which is the last heavenly message, makes every one responsible and trusted. One should be asked about the responsibilities which are assigned to him. The Prophet (pbuh) says, "You are all guardians and you are all responsible for those whom you guarantee." (2) Therefore, the summit of the required morals of the teaching staff member in his honored job is to realize sincerity in order to be able to perform the duties and responsibilities in doing his job. "Sincerity is a psychological operation that activates ideas, the sincere feelings in doing the job, the interest in doing the job and accepting the job. This operation pushes towards accuracy and excellence." (3)

The profession of the teaching staff member in a university is the most important of jobs. This is because this job bears the trust in science and work and the sincerity in them in addition to the preserved guardianship to build the society members and the development of the scientific, the practical and the human sources. The responsibility of the teaching staff member increases by the heaviness of the responsibilities that are assigned to him. "A job is a trust about which the person who is responsible for will be asked. From this beginning, the person, who is responsible for the burdens of a job and its responsibilities, should observe the accuracy in executing what the information orders and the systems that direct them. He has no right to protest against that. One of the duties of the job is that he who executes it should do nothing beside the duties of this job. He has no right to make it less by fixing his efforts in other actions that influence its work." (4)

The most important matters that should be looked at with an examining eye are the practical responsibilities that increase day after day in the Saudi universities, especially after the universal explosion of knowledge and the international classification of the Saudi universities. (5)

The advanced countries have worked on continuing the professional development of the teaching staff members in order to bear the successive burdens. "The British, the American and other European universities, in the middle of the last century, began considering the necessity of the professional development of the teaching staff member. Many under-developed countries also felt its need especially in our Arab country. This was in the stage of the 1970's. Some Arab universities: Egypt, the Gulf Countries, Iraq, Jordan and Algeria, adopted it. The professional development of the teaching staff members was not only a response of personal intentions, but it sprang from a group of elements. The international concern in developing the efficiency of the teaching staff members in universities is related to the following elements:

- 1) Al-Baqara Sura, Verse 286.
- 2) Narrated by Al-Bukhari, Al-Jum'ah Book, 'Al-Jum'ah Chapter', p. (893). Narrated also by Muslim, Al-Imarah Book, 'Chapter of the Goodness of the Just Imam', p (1829), his utterance.
- 3) Musa, Kamal Ibrahim, Development of the Psychological Health, the Session about the Responsibility of the Individual in Islam and Psychology. Supervised by the Higher Institute of the Islamic Thought. Washington, p. (285)
- 4) Al-Mazyad, Saleh Bin Muhammad, Employees' Earning and Its Effect on Their Behavior, pp. 65 – 66.
- 5) King Saud University got the rank of 380 among the best international universities according to Spanish classification of the best international universities, Webomatrix. It occupied the first rank in the Muslim World and in the Middle East. Imam Muhammad Bin Saud Islamic University also passed the 50% rank of the classification of 2007. See "Following the News", an economic paper, No. 5406, Wednesday, 27 / 7 / 1429 H., p. (23), and "Algezira" paper No. 13089, Wednesday, 27 / 7 / 1429 H., and July 30, 2008, p. 35

- a) Employing the information technology, communication and the technologies of learning and teaching to increase the interest in the professional development of the teaching staff members in order to improve the activation of initiatives of teaching.
- b) The change that happened in the roles of the teaching staff members. The development of the communication techniques, and the multiplicity of the learning sources, resulted in founding of essential changes in the requirements of the teaching situation from the point of view of the media of transporting of knowledge, and the roles of the teaching staff members that have been changed from the traditional roles that consider the teacher a mere transporter of knowledge to a simplifier, an explainer, a guide and director of his students. Studies have pointed out that most of the teaching staff members in the Western universities lack the training of practicing teaching. This situation also applies to the Arab universities. (1)

Through noticing the research sample, we assure that some of the main causes in the weakness of interest in the morals of profession of the teaching staff member in our universities and colleges in Saudi Arabia are represented in many causes out of which are the following: the large number of students, the weakness in the experience of the teaching staff members, the length of the university day, the burden of the teaching process, and the committees that accompany the university work. These are all important causes. The more important than these is that the main comprehensive (in our view) is that the teaching staff members are never prepared for the university teaching. They have not got a previous preparation in the labor system and its procedures in the university society and its generous morals. This may be the most important cause behind the inefficiency in university teaching and the destruction of the teaching efforts.

It is from here that, lately, the care in the subject of goodness has come. It represents a moralistic co-operative labor in which the laborers in it engage gradually and regularly. They move their talents, their abilities and their creativities continuously. The management of the comprehensive goodness is based on three basic foundations to be successful: the co-operative management, the use of the laboring teams, the continuous response to improve and develop in the university operations, the certification of the knowledge processes and the academic experiments in perfect transparency. These principles are the most important of the professional morals to achieve an integral and just responsibility towards society.

The comprehensive goodness of the establishments of higher education in the Kingdom of Saudi Arabia depends on the range of commitment to the good morals of the teaching staff member working in them. This is because the teaching staff members in the scientific departments suggest the developed programs that aim at graduating a distinguished and strong graduate. They open communication channels between him and his surrounding environment in order to make him an active partner in the programs of the national development and to contribute in the scientific research and investigation for making him contribute in offering scientific visions to solve the problems of development.

Table shows a comparison between different specializations: Shar'a, literature and science, from the point of view of the practices of the teaching staff members concerning the scientific responsibilities in the university situation. The comparison was achieved by the use of statistic test (F) and abstract denotation (0.05)

The comparison has shown the existence of statistic difference on behalf of the scientific specialization from the point of view of the balance between achieving the targets of the university and the service of the society, in addition to the care for self developing (attending sessions and other things), compared with the literary and Shari'a specializations.

1: See Shaheen, Muhammad Abdul Fattah The Professional Development of the Teaching Staff Members as an Entrance to Realizing Good Quality in University Teaching, Al-Quds Open University , (An Article in the Internet.)

Table 3. Practices of the teaching staff members concerning the practical responsibilities in the university situation according specialization

Expression	Shari'a	Literary	Scientific	Degree Abstraction B	of F
Respect of the labor system and its procedures	3.68 ± 1.05	4.03 ± 0.79	3.9 ± 0.83	0.17	1.79
Commitment to performing Duties	3.81 ± 0.95	3.95 ± 0.86	4.03 ± 0.8	0.43	0.85
Accuracy in executing orders	3.32 ± 1.17	3.49 ± 1.15	3.55 ± 0.95	0.58	0.55
Observing the daily promises	3.19 ± 1.2	3.58 ± 1.1	3.63 ± 1.05	0.15	1.95
Accepting criticism	3.06 ± 1.12	3.2 ± 1.15	3.25 ± 1.04	0.71	0.34
Participation in mutual international knowledge (symposiums, conferences)	3.1 ± 1.14	3.48 ± 1.11	3.75 ± 0.1	0.1	4.79
Participation in the university activities	3.03 ± 1.11	3.32 ± 1.09	3.33 ± 1.06	0.38	0.97
Capacity of bearing more responsibilities	3.39 ± 1.09	3.68 ± 1.05	3.56 ± 0.1	0.43	0.85
Participating actively in serving society	3.1 ± 1.12	3.32 ± 1.16	3.46 ± 1.04	0.13	2.05
A balance between achieving the university aims and serving the society	2.84 ± 1.21	3.34 ± 1.09	3.53 ± 0.9	0.01 *	5.43
Care of self development (attending sessions and other)	3.32 ± 1.19	3.6 ± 1.07	3.81 ± 0.98	0.07 *	2.74
Encouraging new scientific suggestions	3.61 ± 1.09	3.6 ± 1.03	3.85 ± 0.88	0.21	1.6
Contribution in offering scientific consultations	3.33 ± 1.15	3.66 ± 1.05	3.76 ± 0.87	0.18	1.73

PART II. The Evaluation of the Morals of the Profession of the Teaching Staff Member

Allah has created the human self that has a double preparation to accept the right and the wrong and the tendency towards goodness and evil. Allah said, "By the Soul and the proportion and order given to it; and its inspiration as to its wrong and its right. Truly he succeeds that purifies it, and he fails that corrupts it." (1)

Souls appreciate the good morals and promote them. They promote the owner of good moral. Whatever the creeds and traditions of the human souls differ in their concepts, these souls agree, by instinct, on approving the good morals. (2)

Good morals are a social necessity on which the cultural, the educational, the social and the political aspects are built. No society can be imagined without morals. The role of the establishments of higher education is an initiator and very large to bear the moral responsibility in society. No knowledge can be imagined without morals and no education without evaluating these morals. The profession of the teaching staff member has a great role in evaluating the morals of society.

We assure that the university establishments have a great role in evaluating the morals of the teaching staff member and in supplying him with the moral provision which accompanies cognitive development in order to adopt a cognitive moralistic society through the suitable media of evaluating the profession of the teaching staff member.

1: Al-Shams Sura, Verses (7-10)

2: See Al-Hanafi, Bin Abi Al-iz, 'The Explanation of the Tahawee Creed', pp 34-35.

Spreading the Culture of the Professional Morals

The teaching staff member should be armed with personal efficiencies, cognitive efficiencies and performing efficiencies that enable him to perform this profession with activity. "The big importance lies on the modern university teacher. This importance has increased in this age. The university teacher is not only interested in the increase of knowledge, but also in the contribution in changing the educational system for realizing the suitable and professional education. The modern university teacher must be bound to make a society whose basis is justice and equality. Therefore, he should act to stabilize these values and to spread knowledge and skills in society." (1) "With the passing of time, a group of concepts, beliefs, stable values and creeds of denotation are created in the university establishment. It makes what can be called the culture of the profession. It expresses a style of common understanding of the aims and the policy of the profession and the suitable and unsuitable behavior in it. The culture of the profession performs many jobs out of which are: creating the feeling of identity in the laborers of what is more important and more lasting, supporting the stability of the establishment as a social system; it works as a reference frame for the laborers and a guide for the suitable conduct for the profession." (2)

Therefore, it is of great importance to spread the culture of the morals of the profession through an establishment work, and this will be by the agreement on the following matters: a) regarding the teaching in the university a profession. It requires skills that are based on theoretical knowledge and it requires high training and education. b) obtaining a Ph.D. degree will not be a hindrance for continuous education, training, qualifying and the need for continuous evaluation. "Some American universities evaluate the service on the basis of sincerity in work, the individual initiative and the fruitful effort that the teaching staff member exerts. They also consider the regular activity of the member in the committees that are interested in the students' affairs and the fruitful range of participation in the establishments of the civil society." (3) c) Formulating a compact for the honor of the profession in which the necessary professional morals of the teaching staff member are defined. The teaching staff member is based on them. (4) In the present modern age, the modern establishments of the universities are to be warned to spread the culture of the morals of profession by reviewing and evaluating the yearly record of the teaching staff member. The importance of this was agreed upon by all the teaching staff members of the research sample. (5)

It is very important that the Saudi university establishments begin in preparing tables and rulings that show the morals of the teaching staff member in the Saudi universities in addition to the duties that are related to the profession. They should call for building a moral compact for this profession. The Ministry of Education preceded them when it declared the compact of the teaching profession which is composed of eight essential rules (6). There are also the compact of the information laborers that was issued by the Ministry of Information and the compact of the honor of the physicians in the Ministry of Health and others.

Activating the Scientific Participation of the Faculty Members

The Ministry of Higher Education in the Kingdom of Saudi Arabia has been interested in the frame of supporting the efforts of universities to make their curricula reach advanced levels. The Ministry has adopted a number of quality initiatives that aim at raising the level of goodness in universities. This is represented in three main projects. "First, is the project of developing creation and distinction for the teaching staff members. Second, is the support of establishing centers for scientific and research distinction in universities. As for the third project, it is for supporting the scientific committees." (7)

- 1) Abu Nuwar, Linah Wa Bo Btanh, Abdullah, "The Need for Professional Development of the Teaching Staff Members in the Arab Universities, New Education magazine No. 51, year 17, p. 121.
- 2) Nijim, Nijim Abbood, Management Morals in a Changing World, p. 90.
- 3) Kati A. Trawar, The Policies of Appointing the Teaching Staff Members, p. 257.
- 4) See The Compact of the Morals of the University Teacher in the Field of Teaching. This book was issued by Brandon University, in the U. S. A. It contains nine rules and many paragraphs. This was copied from Afifi, Muhammad Sadiq, The Teacher's Guide in the Morals of the Profession. pp. 124-143.
- 5) See Trawar, The Policies of Appointing the Teaching Staff Member, pp. 288-298.
- 6) See The Compact of the Morals of the Teaching Profession, The Ministry of Education, 1428 H.
- 7) Aba Al-Hassan, The Ministry of Higher Education, a Brief Report, 1428 H.

High management of the teaching staff members in higher education, needs strategic and organized plans in order to enable the university establishments to reach a moral, a scientific and practical role. Therefore, it is important to organize and activate the scientific participations whether it is through participation in conferences and forums or the scientific and research groups. This burdens the teaching staff member with high professional responsibility that his professional morals emerge in front of others.

“In many cases, the teaching staff member – the young teacher – lacks the scientific experience in addition that his research that he has done in the field of his specialization may not be complete when he has started his job as a teacher in a college or university. Therefore, he should be subject to a test period before fixing him in his post. It is supposed that the test period should give him a chance to prove his efficiency. At the same time it is to give his colleagues a chance to notice the way of performance of his labor irrespective of his scientific qualification or recommendations that he carries.” (1)

Scientific participations that shows the morals of the profession of the teaching staff member is to stress on the achievements of the teaching staff member and his active participation in the scientific research in Saudi universities. This is considered an essential inquiry for distinction and exploration in the fields of different sciences. Faculty member there should be founded an active and suitable formula to ration the process of evaluating all the research efforts. There should be founded a means for actual distinction and exploration and a care for the continuation in the process of the continuous and united scientific research through the far range planning.” (2)

The necessity to produce moral records for scientific arbitration, and the arbitrators who arbitrate and evaluate the research efforts. The existence of such morals contributes in supporting the scientific research and activates the researchers to exert fast efforts for exploration and prosperity. (3)

Adopting Transparency in the Organizing

Secrecy and mystery may be a cover that envelopes all the university actions whether on the level of the managements in a college or university. Any member cannot get a previous, written or recorded experience. He may obtain it orally without bearing any responsibility for that.

Tables and procedures have an executive specialty that differs from one university to another or from one management to another. This makes the Saudi teaching staff member seeks for the information by himself and to get it whether from right or wrong sources.

Transparency is a process that accompanies the process of learning and high professional commitment to transfer everything that has a relation with the scientific establishment from one member to another and from one generation to another. All have the right to know, to have the honor of relating and the right to reach the target. “Therefore, the records of morals and conduct in the teaching establishments, and much of transparency, will insure the holding on the conducts and the values of the profession in a larger form.” (4)

The thing that supports the principle of transparency to reform the morals of profession is the application of the organizing tables and the disciplinary procedures on the neglectful and violating teaching staff members. Advertising the punishments is not for slander and revenge, but it is for activating the laborers, encouraging their efforts and discouraging and disciplining others who do not have high moralistic behavior in addition that violations and errors should not be common in the university society. (5)

1) Trawar, *Policies of Appointing the Teaching Staff Members*, p. 56.

2) Al-Ghamidi, Sa'd Obood, *The University Teacher and the Scientific Researches*, p. 1, copied from www.bab.com.

3) The Deanery of the Scientific Research in the Islamic University of Imam Muhammad Bin Saud, held a symposium on the scientific arbitration, from 28 to 29 / 11 / 1428 H., in Riyadh. In it, it called for the necessity of recording the morals of the scientific arbitration, and the morals of the arbitrator of the scientific labors in the universities. It is a scientific symptom and precedent for performing a compact of the morals of the job of the teaching staff member.

4) Najim, *The Management Morals in a Changing World*, p. 105

5) See the advertisement of the union of the American university teachers concerning this Article, Trawar, *The Policies of Appointing the Teaching Staff Members*, p. 344.

Table 4. media to reform the morals of the teaching staff member according to specialization? The answers were as follows:

Expression	Shari'a	Literary	Scientific	Abstract B	Degree F
Preparing a compact for themorals of profession	4.26 ± 1.09	4.31 ± 0.81	4.34 ± 0.79	0.89	0.11
Publishing the scientific researches in the field of the morals of profession	4.45 ± 0.77	4.34 ± 0.73	4.04 ± 0.88	0.01* *	4.34
Holding conferences in the field of the morals of profession	4.48 ± 0.81	4.4 ± 0.68	4.23± 0.76	0.16	1.85
Attending sessions specialized in the morals of profession	4.74 ± 0.44	4.37 ± 0.74	4.32 ± 0.65	0.01 **	5.04
Participation in the union of the international professional association and the teaching staff members	4.43 ± 0.96	4.31 ± 0.64	4.05 ± 0.81	0.12	2.15
Activating the participation in scientific exchange amonguniversities	4.52 ± 0.57	4.49 ± 0.56	4.41 ± 0.6	0.55	0.6
Activating the participation in the membership of scientific committees	4.26 ± 0.93	4.55 ± 0.5	4.37 ± 71	0.1	2.35
Activating the participation in the decisions of scientificcouncils	4.32 ± 1.11	4.49 ± 0.64	4.22 ± 0.76	0.1	2.35
Improving the financial cadre for the commitment in the morals of profession	4.55 ± 0.93	4.46 ± 0.79	4.48 ± 0.77	0.88	0.13
Increasing the financial initiatives to supervise the university theses	4.52 ± 1.12	4.66 ± 0.59	4.42 ± 0.89	0.21	1.6
Preparing scientific rewards to evaluate the creators and to reward	4.74 ± 0.77	4.72 ± 0.52	4.67 ± 0.55	0.77	0.27
Raising the level of knowing the professional tables	4.55 ± 0.93	4.49 ± 0.59	4.42 ± 0.64	0.6	0.51
Caring for transparency in the organizing tables of profession	4.52 ± 0.93	4.49 ± 0.56	4.38 ± 0.71	0.94	0.72
Decreasing the regular period for the scientific promotion of the distinguished	4.26 ± 1.12	4.48 ± 071	4.06 ± 1.07	0.03 *	3.6
Considering the managing labors in the scientific promotions	4.32 ± 1.14	4.48 ± 0.9	4.11 ± 1.13	0.09	2.42
Activating the disciplinary procedures in the professional tables	3.9 ± 0.98	4.34 ± 0.67	4.08 ± 0.96	0.06	3.02
Writing a report on the professional performance	4.19 ± 0.83	4.26 ± 0.8	4.1 ± 0.9	0.94	0.71
Forcing the demonstrator to work one year before appointment	4.23 ± 1.36	4.26 ± 1.05	3.82 ± 1.34	0.06	2.9

An existence of statistical difference that has an abstract denotation has been noticed on behalf of the Shar'a specialization, concerning the publishing of scientific researches in the field of the morals of profession and the attendance of sessions specialized in the morals of profession. On behalf of the literary specialization, the difference concerned the decrease of the regular period for promoting the talented trainees.

CONCLUSION

After finishing the journey of research in the professional morals of faculty members in Saudi universities, we conclude the research by some recommendations:

1. Assuring the necessity of providing a place for the morals of profession within the system and tables of higher education in the Arab World.
2. The necessity of care in the strategic planning of higher education, pursuing the professional development of teaching staff member and providing him with all available entries for his commitment to the morals of the great profession.
3. Taking care of the scientific trust is an important moral basis that should be followed by the staff members of the university in their lives, and this will develop the scientific culture and the civilized status of the society.
4. Taking care of executing the practical responsibilities of the teaching staff member in addition to the necessity of accompaniment of the morals of profession of every role and work that the teaching staff member performs.
5. The necessity for a call to adopt a group of researchers to form a national compact for the profession of the teaching staff member under the supervision of the Ministry of Higher Education. This compact should be distributed to the employees of higher education and to punish the neglectors according to this compact.
6. Participation in the international direction to support the morals of the teaching staff member and to benefit from what the others have of scientific distinct efforts for raising the academic level of the profession, such as holding conferences, establishing units and holding specialized sessions.
7. Supplying true guarantees for evaluating the morals of profession of the teaching staff member whether by specialized scientific programs or by the application of the organizing tables and the necessary procedures.
8. Preparing scientific programs for training on the morals of the profession of the teaching staff member and co-operating with the research centers to prepare scientific studies concerning the professional training for the teaching staff member.
9. Co-operating between The Ministry of Higher Education and the Saudi information establishments to prepare cultural programs concerning the profession of the teaching staff member and spreading this culture among the society members.

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