

PERFORMANCE INDICATORS IN HIGHER EDUCATION

Filip Pařac, Janeta Weisz

Abstract: Nowadays, there is a constant need to measure and quantify activities and performance of universities. Higher education institutions need to comply with government mandates, compete globally for researchers and students, review programs and substantiate accreditation, make strategic decisions about whether to build on existing strengths or develop new areas.

To measure performance in higher education, we used several indicators such as level of education, success on the labor market, income scientific research, the average grades of the students, number of doctorates obtained in the number of doctoral students, etc. .. at theoretical level, trying to highlight the applicability of some or others. At the end of the paper, we conclude that the performance of higher education cannot be achieved only through work within universities. It should be considered the socio-political environment, quality of teachers, their incentives and material resources of universities.

Keywords: performance, higher education, students, indicators, income

In terms of a society dominated by the need for change and continuous adaptation to innovation, university, the supreme forum of culture of the people, need to be efficient, in other words by making an minimal effort, the results obtained must be at the maximum level.

Performance in higher education can be appreciated with the help of some indicators. They are statistical quantities with which a phenomenon is characterized in terms of structure, interdependence, of its change in time or space. The phrase number is related to the quality of the phenomenon.

From the point of view of numerical expression, the indicators can be absolute and derived quantities (average, index, and coefficient).

We present below a few indicators:

1. The level of education expressed by the size of the grades obtained in various competitions and contests, on the selection of graduates

For example:

- graduates admitted to various forms of postgraduate training classified by notes, between 10 and the minimum average established.

- graduates admitted to various forms of postgraduate training of those presented in absolute and derived quantities.

2. Success of graduates on the labor market

This indicator highlights the prestige of the university, because it refers to "the performance rate of graduates" and is determined by the share of students who find employment or accede to postgraduate training programs. The rate is calculated per fundamental areas by percentage of graduates who found a job in a period of 6 months after graduation or accede to postgraduate training programs.

3. Income from scientific research

Scientific research and postgraduate education (Masters or PhD) are two of the key areas of quality of a university. To assess postgraduate education, percentage indicators can be used:

- a. The ratio between physical number of students from the master... and the number of students in higher education with daily frequency in the same year.
- b. The ratio of PhD students in the year ... and the physical number of students in daily frequency education in the same year.

Evaluation of scientific research is more complex. There is a great diversity of ideas and opinions both in Romania and internationally.

Therefore, for the evaluation of scientific research of the universities can be used the following indicators:

- a. Research performance, evaluated by CNCSIS, by a specific methodology.
- b. Annual unit revenue obtained from research activity, per teacher.
- c. Total annual income obtained from research activity, by faculty.
- d. Annual unit revenue obtained from projects with foreign funding, per teacher.

4. Graduation rate

This indicator expresses the proportion of graduates with a bachelor degree in the academic year X, of the number of students enrolled in the first year of study at the beginning of the cycle.

5. The performance rate

- a. Share of graduates of the academic year ... employed on a post in accordance with the field of study completed.
- b. Share of graduates of the academic year ... accepted to continue their studies by postgraduate and Ph.D. education in their university or in other universities in the country and abroad in the year ...

6. Average grades of the students (A.g.s)

$$A. g. s. = \frac{\sum \text{students averages}}{\text{Number of students}}$$

The indicator can be calculated on years of study, specializations, faculties and universities. Information can be obtained from databases on occupational status of students.

The indicator is relevant only in terms of socially necessary requirement. Various interests do that currently, to exist numerous disturbances exigency in granting of grades.

Teachers in universities established after 1989 are very indulgent. The causes of such behavior requires a separate study and absolutely necessary to improve the quality in higher education.

7. Number of PhDs obtained in the number of PhD students

This indicator can be calculated by fields, colleges and universities.

$$\text{Number of PhDs} = \frac{\text{Ph. D. thesis confirmed}}{\text{Number of PhD students}}$$

- and in this area, exigency issues arise. There is a danger that in some, to trivialize doctorate. It requires a separate study.

8. Number of books and scientific papers, per teacher

Scientific papers can be held and published, only held and only published. The books are very different in terms of the contribution author (s) and scientific content. Therefore, this indicator has no great relevance.

Calculation is possible by collecting data from teachers, faculties and universities.

$$a. \text{ Number of books per teacher} = \frac{\text{Books total}}{\text{Number of teachers}}$$

$$b. \text{ Number of articles published} = \frac{\text{Articles published}}{\text{Number of teachers}}$$

This indicator may be supplemented with information on authors' reputations because of their citations in various books, studies, articles, manuals, etc., nationally and internationally. Consideration should be given to the books translated in foreign languages and articles published abroad.

9. Proportion of graduates with a bachelor degree in total graduates

The indicator can be calculated easily, because there are necessary data in registry books. For private education is an indicator of accreditation. The indicator can be calculated for each specialization, faculties and universities.

Currently this indicator is not relevant because of missing and rejected students at license examination are in a minority.

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Regarding remuneration (Scurtu 2001:119) “In the interwar period the salary of a professor was almost equal to that of a minister. In 1998, university professor salary was 9 times lower than that of a minister. In 1939 a professor salary was 17,000 lei and 15,000 lei of an parliamentarian. In 1998 the salary of a professor was 8 times lower than that of a deputy or senator.”

It is true, as many teachers as they were. We present further assessments of Ion Zamfirescu (Zamfirescu 1987:24-25), former student of Nicolae Iorga: "The lessons of Nicolae Iorga were not spectacular. These lessons were spoken simple, free, natural, more in "causer" tune, than in a system of one normal organization. In some moments, however, when the issue arrived in question, it seemed special meaning, his tone fly the force. It became then, authoritarian and sententious. Gain, according to circumstances, prophetic accents and warning character. He always spoke standing. Everything in his stature, in his gestures, in the voice modulations, we seem impressive. Imposing I add - but not by cold solemnity distance, but rather by frankness and spontaneity. He did not use his lecture notes; he spoke freely throughout the lecture, authentic, though leaving it freely on account of inspiration and shape designed at that moment." (Nicolae Iorga was also a professor at Academy of High Commercial and Industrial Studies of Bucharest – we note).

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Notes on the authors

FILIP PAȚAC is Associate professor at “Dimitrie Cantemir” Christian University, Faculty of Management in Tourism and Commerce Timișoara. He holds a PhD. In Economics.

JANETA WEISZ is a Teaching Assistant at “Dimitrie Cantemir” Christian University, Faculty of Management in Tourism and Commerce Timișoara. She is also a PhD. Student at The West University, Timisoara with a research project on productivity and external effects of intensive intellectual services applied to educational institutions in Romania.