

## دراسة بعنوان

العلاقة بين الحرية الأكاديمية والرضا الوظيفي لدى أعضاء هيئة التدريس في جامعة الفيوم من منظور طريقة تنظيم المجتمع

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**Relation between Academic Freedom and Job Satisfaction  
among Teaching Staff in Fayoum University  
from the Perspective of Community Organization Method  
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### I- Problem of the Study:

The academic freedom is a cornerstone on which the university is based. It is also a prerequisite for its continuity and development in order to achieve its mission completely. Without this academic freedom, the university would not have its own independent personality.

The academic freedom is a basic condition for university life. It helps subjects (as individuals) achieve best investment of their abilities, brainstorm their ideas, and free their opinions when judging something. Hence, the Egyptian university is still suffering from lack of scientific, administrative and organizational autonomy, in addition to the custody of some systems of community, security and administration outside the university. This has nearly led to lack of intellectual creativity or scientific development, which seized academic freedom even in major scientific fields.

The researcher's view is that universities, in order to achieve their goals and overcome various problems, should guarantee, through their regulations and law systems, the academic freedom for their members. This will never occur except under the umbrella of freedom, autonomy at the administrative, academic, and financial levels. The university freedom means integration among these three areas. The university cannot achieve its administrative autonomy without the availability of academic autonomy, and cannot have academic or administrative autonomy without guaranteeing its financial autonomy. Accordingly, in order to achieve one area of academic freedom, it should be investigated through various studies and research in different communities. The urgent question here is "what is the position of academic freedom in terms of these radical changes?" by reviewing universal trends and national applications, it is clear that there are various effects on academic freedom, since universities was and are the best competitive fields. This has many implications concerning job satisfaction of university staff. The job satisfaction is one of the important aspects that release creativity and innovation; and, in turn, productivity in work environment. Hence, this study attempts to identify the nature of relationship between academic freedom and job satisfaction of members of the academic staff from the perspective of the community organization method.

### II- Terminology of the Study:

- a. Concept of academic freedom
- b. Concept of job satisfaction

### III- Methodology of the Study:

- a. **Type of the study:** It is an analytical descriptive study.

- b. **Method of Research:** The study used both qualitative and quantitative methods. It uses a social comprehensive survey to be applied to the faculties of Fayoum University.
- c. **Tools of the Study:** a form for measuring relationship between academic freedom and job satisfaction in teaching staff members in Fayoum University.
- d. **Fields of the Study:**
  - **Location:** The study is located at all faculties in Fayoum Universities, i.e., 13 faculties.
  - **Sample:** The sample is drawn from teaching staff at faculties of Fayoum university (n= 994) members of teaching staff. The included 10% from each faculty, so the sample became 94 members of teaching staff.
  - **Duration:** The study took 9 months starting from April 2014 till December 2014 including period of theoretical data collection, application, and results extraction.

#### **IV- Results of the Study:**

##### **(1) Giving a room of academic freedom to the faculties of the university through the following:**

- Providing the boards of each faculty the authority of decision making related to establishing, adjusting, and developing the study plans of each department and determination of curriculum and relative books.

##### **(2) Giving a room of academic freedom to the teaching staff:**

- Staff members should be able to participate in elections of university leaderships as a chef of the department, a dean of a faculty, or the president or deputy of the university.
- Working on the availability of scientific research requirements and facilitating procedures of attending to conferences, forums, and seminars; and encouraging issuing scientific journals.
- To improve the morale and materialistic positions of teaching staff to be more concentrating on their academic jobs and research.

##### **(3) Giving Fayoum University a kind of financial autonomy through the following:**

- To activate the University Specialized Funds

##### **(4) Recommending to allow the university to benefit from the surplus of funds dedicated to the university by the Annual National Budget.**

##### **(5) Recommending the university to share experiences with other Egyptian and universal universities to benefit from their experiments in the area of academic freedom.**