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THE PROBLEM OF EXTERNAL TEACHERS IN HIGHER EDUCATION IN ISRAEL

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**Abstract:** *This article reveals the problem of external teachers in Israel, who are hired by outsourcing companies. The reason is obvious - this way of hiring is much cheaper for both the colleges and the state that budgets them. The junior lecturers claim that there is no a collective agreement between the organization and the management, so that every one of them is not sure about the future employment, and any semester could lose her job.*

**Keywords:** *teacher, universities, academic colleges, job.*

External teacher is a lecturer, usually having a PhD degree, who does not belong to the permanent faculty staff of the institution. The position of the external teacher includes teaching only, without research and without guidance for postgraduate students. The outside teachers are called junior members of the faculty [6].

Employing external teachers began in the 1960s, when the Hebrew University built its branch in Tel Aviv, which later became Tel Aviv University. Lecturers from the Hebrew University who went to teach at the branch were considered "outside teachers." Later, this degree was given to faculty members from each university who were asked to teach in other institutions, and later to experts whose main occupation was not academia (such as judges) who taught elective courses in their fields of specialization. Since the 1980s, universities and academic colleges in Israel have begun to use teachers from abroad as a cheap alternative to employing regular teaching staff [7].

In June of 2017, the junior lecturers in the Braude Academic College of Carmiel launched a strike against the College management, for the bad job conditions and instability and uncertainty about the future employment. Most of the junior external lecturers participated in the struggle, and even the students organization declared it joins the strike as a sign of understanding the situation at the external lecturers market. In order to avoid harming the students and taking into consideration the fact the semester is almost over, the lecturers' organization decided to shorten the strike to only one day instead of three days it was planned.

The junior lecturers claim that there is no a collective agreement between the organization and the management, so that every one of them is not sure about the future employment, and any semester could lose her job. The junior lecturers are not a part of the College team, so they do not have a stable position and their salary is not connected to their tenure and work experience, there are no proper social conditions. Only the obligatory pension that is insured by the state law. The agreement between the lecturer and the College is renewed every semester. The lecturers are often afraid to complain, and the strike is the result of long-term deterioration.

According to the Israel parliament inspector's report that was published in July of 2013, about two third of the academic college staff in 20 Israeli higher education institutions are external lecturers. Between the 2002 and 2012, the years of college advancement and universities decline, the percent of external lecturers grew up by 112%, more than any other category of academic staff [6]. The reason is obvious - this way of hiring is much cheaper for both the colleges and the state that budgets them. The external lecturers are fired each semester and are hired again by the college needs. Most of them hold only partial positions and their salary is not influenced by the tenure, they are not insured health costs or advanced study fund. Like other outsourced workers, such as cleaning and security staff, the lecturers are not sure about their employment continuation. They are hired directly by the institutions, so the exploitation is very clear [6,7].

It is worthy to note that Israeli academy did not invent anything new. Similar phenomenon of external teachers exists in another countries as well. There are high proportions of external teachers in United States and in Canada. The hiring of out of the academic institution lecturers changed the total character of the profession, since lots of lecturers got out of the tenure track and since 1993 became teachers without a regular status (AAUP, 2003). In 2005 published the lecturers' organization a report saying that "The increasing number of faculty who are employed in contingent positions, whether full or part time, represents probably the single most significant development in higher education in the last two decades. Last year's annual report used data from the U.S. Department of Education to describe the trend toward hiring more contingent faculty during the 1990s. The most recent comprehensive figures from the Department of Education show that in fall 2001, 44.5 percent of all faculty were in part-time positions-nearly all without tenure - and an additional 19.2 percent of faculty were in full-time non-tenure-track positions. Together, these categories amount to nearly two-thirds of all faculty, and all signs indicate that their numbers are still growing." (AAUP, 2011).

Similar problems exists in Canada since the 90-es. Lecturers' organization in Canada (CAUT) published an announcement about bad employment conditions of this group of teachers and possible outcome for the entire university system (CAUT, 2011). Rajagopal (2002) mentioned there are two kinds of part-time workers: the "Classics" and the "Contemporaries". The first group have a full out-of- academy position. The second one does not have a regular position, they are "permanent temps", without a regular or fixed salary or out of the Higher Education system. Rajagopal (2002) calls them "academic underclass" since they are isolated from the research academic activity and their value in the system is quite low, the part-time positions harm their possible promotion in the future.

**Summary.** More and more academic work is being performed by people hired on a per course or limited term basis. These positions are often poorly paid, have little or no benefits, no job security and no academic freedom. This has serious implications not only for contract academic staff, but for students, their regular academic staff colleagues, and the university system as a whole.

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