SELECTION, EVALUATION AND THE ESTABLISHMENT OF A HIERARCHICAL STRUCTURE FOR THE TEACHING STAFF IN HIGHER EDUCATION AT UNIVERSIDAD DEL DESARROLLO

Ernesto Silva
Rector de la Universidad del Desarrollo, Chile.

ABSTRACT

The history of the Universidad del Desarrollo has caused it to develop its own characteristic style of operation and to define its own systems for selecting, assessing and ranking its teaching staff. The ranking of teachers is based on two objective criteria which apply only to part-time academicians. The first criterion is related to the area of knowledge involved and the second one with the teacher’s academic and professional experience. The paper suggests that the quality of teaching can be improved not only by ranking but also through a continuous process of academic improvement and teacher assessment.