Teacher Appraisal at Universities in Hungary: 
a comparison of Policies with India

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Teacher Appraisal

How does University want to see its teachers to be evaluated? As a:

• Researcher (creator of knowledge)
• Teacher (disseminator of knowledge)
• Researcher & Teacher
Methodology

Research Approach
Qualitative research approach

Sample
Reports, research papers and policy documents

Tool
Extensive literature review of Surveys, policy documents, draft regulations, Commission reports, research articles and Government notifications

Procedure
Meta-analysis of primary studies to synthesize statistically. It also used narrative synthesis as a method of research to synthesize and report qualitative researches.
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<td>University Education Commission (1948-49)</td>
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<td>Education Commission (1964-66)</td>
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<td>National Commission on Teachers 1983</td>
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<td>S.R. Sen Committee (1971)</td>
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<td>National Policy of Education 1986</td>
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<td>Mehrotra Committee 1987</td>
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<td>Autonomy and initiatives of Universities</td>
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Policy by Accreditation Agencies

India
National Assessment and Accreditation Council (NAAC)
Internal Quality Assurance Cell (IQAC)
Technical Education Quality Improvement Programme (TEQIP)

Hungary
Participation of students in Internal Quality Assurance (QA)
Self-Analysis Document by Hungarian Accreditation Committee (HAC)
External institutional Quality Assurance process
Reasons for Teacher Appraisal

India
- Part of service conditions
- Aspiration for pooling overseas students
- Competition with Private Universities

Hungary
- Appointment of Full Professor: Research & Teaching
- Self-multiplication of professors
- virtual Professors
Reality Check in European Universities

The OECD Research-intensive universities are challenged by:

- research
- international competition on innovation
- International ranking based on scientific performance

The argument for research is:

- knowledge creation and transfer
- Benefit the reputation of the institution

Allocation of budget

Bureaucratic controls and weakened academic autonomy
As Indicator for quality check

University of Amsterdam Quality (UvA Q):
harmonised evaluation of teaching quality

Trente indicateurs sur les universités françaises ("thirty indicators on French universities"): structure of research

University of Luxembourg:
teaching, research and administrative activities

National Agency for Quality Assessment and Accreditation (ANECA):
teaching performance assessment programme, DOCENTIA
Conclusion

• Overall, teacher appraisal is synonymous to audit of research activities

• Teaching evaluation is mainly the part of institutional evaluation

• There should equal berth be given to: Research and Teaching

• India should implement the federal policies to evaluate teachers at Universities; Hungary should frame federal policies to validate teacher evaluation in Universities

• Teacher appraisal is not “research versus teaching”, rather, it is a process of evaluating “research and teaching”
Thank you!

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