

CETYS Faculty Strengthening

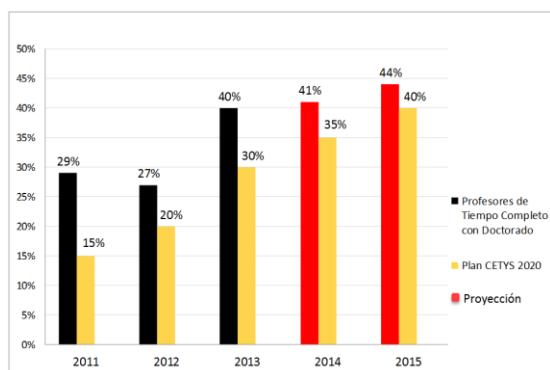
Since CETYS 2020 Plan was created, the importance of faculty development was presented as a pillar of educational quality. The Plan has the specific purposes of increasing the number of Full-Time Professors (FT) and the academic degree levels to master's and doctoral.

What has been the progress made from 2011, year when the recommendations report was received, to this date?

One of the first answers to the recommendation made by WASC was to adjust the goal of 50% FT professors to 70% by 2020.

The percentage of Professors with doctoral degrees went from 29% in 2011 to 40% in 2013 (not considering Administrative FT.) The institution is making a great effort to recruit new professors and replacements that already have master's or doctoral degrees (see Graphic and Table 1). See attachment 1, 2013-2 Faculty Report.

If the conditions continue to be as they have in the last two years, from 2011 to 2013, the goal of 70% will be reached before 2020.



It is important to mention that 100% of our FT professors have master's and/or doctoral degrees (See Table 1)

Table 1 Academic Degree of Professors

	2011	%	2013	%
Doctoral	26	29%	36	40%
Master's	63	69%	53	60%
Bachelor's	2	2%	0	0%
Total	91		89 (*)	

(*) There are 16 recruitments for 2014 (new FT and pending replacements), for a total of 105.

The institution is also encouraging professors who do not have doctoral degrees to pursue them. Currently, 15 FT professors are in doctoral training at Mexican and foreign institutions, and 8 more are in their dissertation phases. See Evidence 2: List of FT professors in doctoral training.

Another effort to achieve the goal has been to recruit new professors and replacements that already have doctoral degrees. In the past years, 25 professors (13 new and 12 replacements) have been recruited, and 16 of them already had doctoral degrees. See Attachment 3: List of new faculty recruitment.

2013	12 recruitments,	7 with doctoral degrees
2012	5 recruitments,	3 with doctoral degrees
2011	6 recruitments,	4 with doctoral degrees
2010	2 recruitments,	2 with doctoral degrees

Even though the number of FT professors in the 2011 vs 2013 period shows a decrease of two, the reality is that the institution is making a significant effort recruiting new FT professors. In the 2010 to 2013 period, there were 13 new FT professors, but retirements, illnesses, etc. caused the number of new recruitment and replacements to go up to **16**.

An important effort is being made to encourage research in this period. The Research Commission (RC) was created with the main purpose of validating the appropriateness and coherence of research methodologies and protocols used by researchers in their projects, particularly regarding the questions and objectives of the research. The RC held its first session on November 26, 2012 (RC, evidence #4, Minute 1), where professors were invited to participate in research. As a product of this, 6 professors received the status of researchers (evidence #5), the Research Commission received and approved 16 research protocols (evidence #6, Minute 4), The National Board of Science and Technology (CONACYT for its acronym in Spanish) designated two professors to the National Research System (SNI for its acronym in Spanish) (evidence #5, SNI members), and 9 applied research projects done by Full Time professors were submitted to CONACYT in 2013 (evidence #7).