

Faculty Members' Point of View about the Criteria for Selecting Pioneers and the Strategies to Revere them, Kerman University of Medical Sciences

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Background & Objective: Improving social and cultural status of faculty members is among the main universities' duties, aimed to encourage them to improve society knowledge and culture. All faculties in a university are not active and effective in the same way. This study was done to determine the selection criteria and the ways to appreciate the pioneer faculty members in order to initiate a reverence strategy for them.

Methods: In this cross-sectional study, a researcher-made questionnaire was distributed among all the official faculty members in Kerman University of Medical Sciences after its validity and reliability were confirmed. This questionnaire consisted of demographic features and fifteen 4-Likert-scale statements to select pioneers and 11 statements to determine the reverence strategies.

Results: The response rate was 66%. Thirty six percent of faculty members were instructors, 48% assistant, 10% associate and 6% were full professors. Among the pioneer selection criteria, the highest mean score belonged to "good-reputation and standard morality" and "having international publications". In contrast, the lowest score belonged to "age" and "executive experiences". "Consulting pioneers about the current affairs and engaging them" and "inviting them to participate in meetings" were suggested as the best reverence ways; "providing facilities" and "fixing photographs and biographies on walls" were of the lowest importance.

Conclusion: In spite of the general concept of pioneer in which establishment and organizing are significant, the faculty members preferred ethical and research criteria. Financial facilities and earning reputation found the lowest importance among the reverence ways while respecting and consulting them about the university affairs were suggested as the best ways. This shows the self confidence and high socio-cultural status of teachers which necessitates more attempts in symbolizing and improving their status.

Key words: Pioneer, Faculty member, Reverence

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