

# SOLUTIONS TO THE DEVELOPMENT OF TEACHERS OF MUSIC AND FINE ARTS AT THANH HOA UNIVERSITY OF CULTURE, SPORTS AND TOURISM (IN THE PERIOD 2025 - 2030)

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Received: 22/9/2021

Reviewed: 10/10/2021

Revised: 28/3/2022

Accepted: 23/5/2022

Released: 30/5/2022

DOI: <https://doi.org/10.55988/2588-1264/85>

*The development of teaching staff now becomes an urgent issue for higher education institutions. The development of the teaching staff of Music and Fine Arts is even more urgent and difficult because of their artistic characteristics. The paper presented the current situation of teachers of Music and Fine Arts at Thanh Hoa University of Culture, Sports and Tourism. Since then, some possible solutions to that issue in the the period 2025 - 2030 were proposed.*

**Key words:** Higher education institution; the development of teaching staff; teachers of Music and Fine Arts.

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## 1. Introduction

Vietnam is a developing country; therefore, human resources are very important and play a decisive role in the economic and social development of the country. The view of our Party has clearly stated: "Vietnamese people are both the driving force and the goal of socio-economic development". To achieve that goal, our Party has placed education and training in a particularly important position, considering education as "...the leading national policy...". Thus, education and training development has become a revolutionary strategy, in which lecturers and educational administrators are important revolutionary force that is decisive to the success of educational reform, contributing to the development of the country. Human resource development in training institutions is ultimately a matter of building and developing the contingent of lecturers. This is a top important issue that determines the quality of the university's training.

In the context of Vietnamese higher education, there is a fundamental and comprehensive renovation for integration. In addition to new opportunities, Thanh Hoa University of Culture, Sports and Tourism is also facing difficulties and challenges including the consolidation of the entire organizational structure of personnel, the provision of advanced and modern facilities to meet training requirements, especially the development of a

contingent of qualified fine art teachers in terms of quantity and qualifications. The research to find a solution to develop the teaching staff of fine arts is a problem that has been implemented by the Party Committee and the Board of Rectors since 2011 with the support of the Provincial Party Committee and the People's Committee of Thanh Hoa province. However, at present, the university's teaching staff of fine arts have not developed as expected, which needs more breakthrough solutions.

## **2. Research overview**

Higher education in the first decade of the twenty-first century has won the attention of many countries, international organizations and researchers around the world. A series of scientific conferences and seminars have been organized by UNESCO, with the participation of many leading experts in the field of higher education. At the World Conference on Higher Education, held at UNESCO headquarters in Paris, about 1,000 people from 150 countries attended. This conference discussed the new dynamics of higher education in the face of social changes and development. In his speech, the Director-General of UNESCO also mentioned "the importance of attracting and retaining qualified faculty in the field of higher education, as well as of providing them with a full range of working conditions". In countries with developed higher education systems such as the United States, Great Britain, Germany, France, Australia, Japan, etc., lecturers are the force that determines the training quality of a university. Therefore, the teaching staff are always taken care of building and developing in these countries. There are a large number of researches that have deeply studied the requirements that lecturers need to meet in the context of the knowledge economy and modern universities.

In Vietnam, there have been a number of researches on the issue of building and developing teaching staff in recent years. However, the authors just pointed out the need as well as proposed some solutions to build and develop the teaching staff at the university, college or in a specific region in general, in which there are very few opinions about teachers of fine arts. Specifically, the author Thach, Trinh Ngoc (2008) in his Doctoral thesis in educational management "*Completing the management model of high-quality human resource training in Vietnamese universities*" clarified the theoretical basis of the management model of high-quality human resource training in universities; On the basis of analyzing international experience and Vietnam's practice on the management model of high-quality human resource training in universities, the research proposed solutions to perfect this model in universities in Vietnam. Thuan, Pham Van (2009), Doctoral thesis in Education on "*Management of teaching staff in multidisciplinary universities in Vietnam from the point of view of autonomy and social responsibility*" clearly presented theoretical basis and practical experience on managing teaching staff in multi-disciplinary universities from the point of view of autonomy and social responsibility in line with the educational reform process according to innovation goals. De, Nguyen Van (2010), in his doctoral thesis in Educational management on "*Development of the teaching staff of universities in the Mekong Delta to meet the requirements of higher education innovation*" mentioned the limitations of the teaching staff, the development of the university's teaching staff in this region and the top concern of the management and development of the university's teaching staff. Le, Vu Duc

(2017), Doctoral thesis in Public management on *"Development policies of teaching staff of public universities in Vietnam"* stated that State management, mechanisms and policies of developing teaching staff is incomplete, synchronous, overlapping and especially there is a lack of important and appropriate policies and dynamic and flexible implementation mechanisms. Besides, the author proposed views, directions, goals and developed recommendations to improve the development policy of teaching staff of public universities in Vietnam. Huong, Doan Thi Thu (2018), in her Doctoral thesis in Development economics *"Current development of human resources in non-public universities and colleges in Vietnam"*, presented some experiences from developed countries such as the UK, France, the US, Japan, China... In addition, through studying the current situation in Vietnam, the author came up with some solutions to develop human resources in Vietnamese public colleges and universities. Hien, Hoang Dinh (2019), Doctoral thesis in Public management *"State management of human resources development of fine art teachers in training institutions in the North Central region"* synthesized, systematized, analyzed, supplemented the theoretical bases of state management on human resource development of fine art teachers and clarified the current situation of human resource development of fine art teachers in training institutions in the North Central region; thereby synthesized views, orientations and proposed solutions to further improve the effectiveness of state management on human resource development of fine art teachers in training institutions in the North Central region.

Thanks to the above-mentioned researches, the author has better references for developing solutions to improve teaching staff of fine arts at Thanh Hoa University of Culture, Sports and Tourism by 2025, oriented to 2030.

### **3. Research approach and methods**

- Methods of researching secondary documents: Focusing on studying researches on the development of teaching staff in domestic and foreign training institutions. These different points of view will be a valuable source of additional materials to help the author have an objective and multi-dimensional view of the research issue. In addition, the secondary documents are also a source of diverse and rich knowledge about the development of teaching staff in domestic and foreign higher education institutions.

- Methods of statistics, analysis, evaluation, comparison and synthesis of the Party's viewpoint system, the State's policies and laws, the orientation and goals of the education sector on the development of fine art teachers in the university. The research results on the development of the teaching staff are synthesized; the advantages, limitations are evaluated; the causes of the limitations are analyzed; thereby, solutions to develop the teaching staff of fine arts at Thanh Hoa University of Culture, Sports and Tourism are developed.

- Professional solution: During the research, the author directly discussed and consulted with managers and experienced people on issues related to the research problem. This consultation helps to gather ideas and practical experiences on developing teaching staff of fine arts from different perspectives, thereby analyzing and studying the current situation and proposing feasible solutions which are appropriate for the situation at Thanh Hoa University of Culture, Sports and Tourism.

### **4. Research results**

Through research and survey on the current status of fine art lecturers at Thanh Hoa University of Culture, Sports and Tourism (data as of January 2022), the results are presented as follow:

#### **4.1. Quantity**

- Music lecturer: 21 lecturers, of which: PhD: 01, PhD student: 02; Master: 18; basically meet the requirements of training in Music Pedagogy.

- Lecturer of Fine Arts: 19 lecturers, of which: Associate Professor: 01; PhD: 02; Master: 16; basically meet the requirements of training in Fine Arts Pedagogy.

Currently, most of the lecturers have master's degree or higher; however, this number of lecturers have just met about 80% of the training scale. There is still a lack in both quantity and quality of lecturers in the specific arts sector.

#### **4.2. Quality**

- Music lecturers with professional qualifications: 01 PhD, accounting for 5%; 20 Masters, accounting for 95%. Thus, the percentage of lecturers with a PhD degree (accounting for 5%), which is much less than the Government's requirement of 25% of the lecturers having a PhD degree. Meanwhile, the number of lecturers with master's degree accounts for 95%, which basically meets the requirements.

- Lecturers of fine arts with professional qualifications: 01 Associate professor, accounting for 5.3%; 02 PhDs, accounting for 10.5%; 16 Masters, accounting for 84.2%. Thus, the percentage of lecturers with associate professor and PhD degrees is 15.8%, which is less than the Government's requirement of 25% of lecturers with PhD degrees. Meanwhile, the number of lecturers with master's degree accounted for 84.2%, which basically meets the requirements.

The building and development of teaching staff, the standardization and improvement of academic level for teaching staff are the top priority goals that are both urgent and long-term strategic of the university.

#### **4.3. Genders**

Female Music lecturers accounts for 52.4% while male lecturers is 47.6%. Female lecturers of Fine arts is 36.8% while male lecturers accounts for 63.2%. In fact, male lecturers have advantages in skills, expertise, creative thinking ability, high level of passion and dynamism for the profession. Meanwhile, female lecturers have the advantage of being gentle, delicate and better understanding of student psychology, and being easier to inspire to their students.

#### **4.4. Age**

- Music lecturers: 01 lecturer is under 30 years old, accounting for 4.8%; 09 lecturers aged from 30 to 40, accounting for 42.9%; 10 lecturers aged 41 - 50, accounting for 47.6%; 01 lecturer aged from 51 to 60, accounting for 4.8%. The average age of Music lecturers is 40.7 years old.

- Art lecturers: 01 lecturer is under 30 years old, accounting for 4.8%; 09 lecturers aged from 30 to 40, accounting for 42.9%; 10 lecturers aged 41 - 50, accounting for 47.6%; 01 lecturer aged from 51 to 60, accounting for 4.8%. The average age of Fine Arts lecturers is 41.9 years old.

Thus, the age of lecturers from 30 to 50 years old still accounts for a high percentage, which is a favorable condition; however, the university needs to have a plan to recruit additional lecturers and to promptly train them when a large number of lecturers from 30 to 50 years old retire.

#### ***4.5. Part-time lecturers of fine arts***

According to statistics, the number of part-time lecturers who teach and keep the leading position in the university at the same time and that of full-time lecturers are nearly equal. Specifically, there are 09 part-time music lecturers and 06 part-time lecturers of fine arts while the number of full-time music lecturers and fine arts lecturers are 12 and 13 respectively. This creates a challenge in terms of quality in teaching and dealing with educational administrative tasks as well. However, the part-time lecturers are those with seniority, prestige, high knowledge level, and high experience in teaching. Therefore, in the long term, the university needs to have specific solutions to deal with the problem of part-time lecturers and managers to increase professional quality and create market attraction for the faculty.

### **5. Discussion**

Based on the survey results, the author offers some solutions to develop the teaching staff of fine arts at Thanh Hoa University of Culture, Sports and Tourism, as follows:

#### ***5.1. Raise awareness for managers, lecturers and employees about the role and importance of developing teaching staff of fine arts***

By many different forms, combined with meetings of professional groups, faculties and departments, it is necessary to make all members of the university deeply understand the meaning and importance of building and developing teaching staff of fine arts. Moreover, the propagation and organization of specialized scientific seminars on the role and importance of the management and development of fine arts teaching staff is a must in the current period.

#### ***5.2. Develop and implement the planning of the university's art teaching staff to be sufficient in quantity and improve in quality.***

The proper planning of teaching staff is the first step in building and developing a university's teaching staff effectively. According to the planning of teaching staff of Thanh Hoa University of Culture, Sports and Tourism by 2025, the teaching staff of fine arts must reach the common level of universities in the region. Specifically, it is expected to have 02 PhDs (01 in Music, 01 in Fine Arts) in 2022; 02 PhDs (01 in Music, 01 in Fine Arts) in 2023; 04 PhD (02 in Music, 02 in Fine Arts) in 2024; 04 PhD (02 in Music, 02 in Fine Arts) in 2025; 11 PhDs and 05 Masters in the period of 2025-2030. Thus, lecturers with PhD degrees in Music as planned by 2025 are 9/19, accounting for 47% and those in Fine Arts are 9/21, accounting for 42%. Meanwhile, the university also needs to develop the plan of recruitment to promptly train the lecturers who can replace the number of retired lecturers of fine arts in the coming years.

#### ***5.3. Focus on improving the ethical quality, professional qualifications, foreign language, informatics and pedagogical skills for lecturers***

- Ethical qualities, professional qualifications, foreign languages, informatics and pedagogical skills are among the many factors that make up a lecturer's personality.

Therefore, in the process of training and fostering teaching staff of fine arts, it is necessary to pay full attention to these factors.

- Implement activities to foster research capacity of fine arts lecturers in order to gradually create the mandatory connection between teaching and scientific research.

- Standardize each type of teacher of grade I, class II, class III; clearly develop standards on fine arts lecturers of Thanh Hoa University of Culture, Sports and Tourism.

- Raise the awareness, passion for the profession and the pedagogy of fine arts lecturers. Improve specialized activities in the direction of enhancing academics, and focusing on issues such as renovating training programs to meet social needs; innovating teaching and assessment methods according to the credit system; strengthening the role of fine arts lecturers in advising students (enrollment, re-accumulating courses,...).

- Support the teaching staff of fine arts in developing and applying methods of interactive teaching and active learning so that they can present subject matter in different ways and perspectives. Create conditions for teachers to access new knowledge sources, current teaching programs, and relevant online teaching materials.

#### ***5.4. Objective, fair and competitive recruitment of lecturers***

- The recruitment of lecturers must derive from the planning of fine arts lecturers approved and the actual needs of each faculty. It is also necessary to ensure the fairness in recruitment, which is widely announced in the mass media so that all candidates are informed about and evaluated according to a common reference system.

- The competitiveness must be ensured with a specific number of candidates. The larger the number of candidates are, the higher the competitiveness in recruitment is.

#### ***5.5. Develop a mechanism to properly evaluate and choose the lecturers***

- Developing a mechanism to properly evaluate and choose the lecturers of fine arts means identifying ways to regulate the assessment and selection process. The assessment of fine arts lecturers should be conducted annually by the faculty.

- In terms of selecting the lecturers, it is necessary to derive from the requirements and tasks of the university in each stage of development; standards that lecturers of fine arts need to meet after a certain period of time.

#### ***5.6. Develop appropriate mechanisms and policies to attract qualified lecturers of fine arts***

- The development of reasonable mechanisms and policies, that meet the needs and benefits of fine arts lecturers, is an important factor that directly determines the quality of teaching staff. Proper and reasonable mechanisms and policies will promote and create motivation for development, encourage the lecturers' positivity and enthusiasm, enhance responsibility, promote creativity, and create internal unity. In contrast, unreasonable mechanisms and policies will inhibit and destroy motivation, hinder development, cause depression, and break internal unity...

- Proper regimes and policies for lecturers of fine arts act as a driving force to promote the positivity, creativity, enthusiasm and responsibility of the lecturers.

- Priority and preferential policies; investment policy; satisfactory salary, bonus, social welfare... are the driving force to attract talented people and promote their potential.

- Currently, the university has a regulation to attract and treat lecturers with PhD degrees from other provinces; however, this mechanism has not been fully effective. It is necessary to promptly develop a mechanism with priority and worthy remuneration to attract qualified and capable lecturers to work at the university.

***5.7. Expand international cooperation in training and exchanging lecturers of fine arts***

- Strengthening international cooperation has become an urgent requirement and basic solution for the development of education and training in general and of higher education in particular to approach the world's advanced higher education standards in line with Vietnam's development requirements. It is necessary to improve foreign language skills so that lecturers of fine arts can actively teach in foreign languages.

- Develop and implement master plans to access international standards in professional competence, foreign languages and informatics. Expand cooperation in research, training, science and technology services with foreign training institutions.

- Have a proper policy to attract good Vietnamese lecturers and scientists of fine arts living abroad to participate in teaching and academic exchanges with current teaching staff and students of fine arts of the University. Strengthen cooperation with regional and international training institutions in Music and Fine Arts such as: Daejin University, Korea; University of Zielona Gora, Poland; MinSCAT, Philippines; Nakon Phanom University, Thailand... Look for new partners compatible with the university in the field of Music and Fine Arts to sign the memorandum and implement cooperation programs with countries such as China, Korea, Japan, Malaysia, Thailand, USA, Russia, Germany, Switzerland...

***5.8. Ensure the conditions to promote the lecturers' capacity, and create motivation for the development of the teaching staff of fine arts***

- In order to promote the capacity of art teachers, the university needs to ensure certain conditions in terms of material, working environment such as supports for the application of advanced training methods and Technologies; good remuneration in teaching and scientific research; full provision of equipment, separate classrooms for music and fine arts; professional training... These conditions both contribute to fostering the professional conscience of the lecturers and stimulating creative labor in their teaching and scientific research.

- Reduce the overload in teaching so that teachers of fine arts have more opportunities for enhancing their knowledge, skills in teaching and scientific research as well. Create a favorable working environment to attract and retain highly-anticipated, dedicated lecturers of fine arts.

- Regularly reinforce and promote the spirit of internal solidarity; highly focus on effectively implementing the political tasks of the university. Regularly adjust internal spending regulations, apply remuneration policies and regimes for lecturers of fine arts in accordance with current conditions. Pay more attention to their material and spiritual life; create many opportunities to Exchange, entertain, and relax through artistic and cultural activities...

- The Emulation and Commendation Council pays proper attention to the evaluation and classification of employees to ensure a democratic, friendly and transparent environment in the university.

## **6. Conclusion**

For many years, Thanh Hoa University of Culture, Sports and Tourism attaches great importance to the development of the teaching staff in general and the development of the fine arts teaching staff in particular. The development of teaching staff in sufficient quantity, synchronism in structure and standardization of qualifications is essential to improve the quality of training, and to comprehensively innovate and develop the university. In addition to the achieved results, there are a number of shortcomings that the university needs to deal with to develop the teaching staff of fine arts by 2025, oriented to 2030 and to improve training quality, contributing to innovation and comprehensive development of the university.

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