

Information on Doctoral thesis of Fellows Nguyen Thi Anh Dao

1. Full name: Nguyễn Thị Anh Đào
2. Sex: Female
3. Date of birth: 08/10/1959
4. Place of birth: Quang Nam Province
5. Admission decision number: 4156/QĐ-SĐH dated 15/7/2008 by President of Vietnam National University, Hanoi.
6. Changes in academic process: I was allowed to change the thesis title pursuant to Decision number 890/QĐ-ĐT dated December 29, 2011 by the Rector of the University of Education, Vietnam National University, Hanoi.
7. Official thesis title: *Managing faculty at Vietnamese private universities in the current context.*
8. Major: Education Management
9. Code: 62140501
10. Supervisors: Prof. Dr. Nguyen Duc Chinh
11. Summary of the New findings of the thesis:

The thesis has:

Comprehensively studied faculty management in the world and in Vietnam, and presented a general insight of faculty management study at private universities.

Stated basic theoretical researches of faculty management and fundamental ideas of faculty management practices, which can be applied by private universities.

Presented results of researches on the practices of faculty management at private universities in the Coastal Central of Vietnam; they reveal that there are much work to do for the holistic development of Vietnam education system, ranging from the faculty shortage and under-developed quality of faculty to keep up with social needs and demands of educational law to inadequate macro management policies and strategic solutions suitable to reality, which all facilitate the effective development of private universities.

Consequently, the thesis presented 2 systematic and synchronous solutions of faculty management, aiming at the universities' sustainable development. They are:

The first solution: The solution deals with full time faculty management at private universities. This solution is placed within the overall management system in accordance to feasible schedule and appropriate resource allocation at the university. Priority is given to the investment in faculty management for increasing capacity building of faculty quality which also helps improve the reputation and image of the university. This solution, which contains 3 measures and 10 closely related contents, is based upon human resource management practices of integrating MBO and MBP suitable to various levels at the university.

The second solution: The solution involves part time faculty management through regional networking of consortia of private universities in the Coastal Central region. This solution is intended to attract and amplify the intellectual power of faculty at universities, enterprises and communities to maximize capacity management, developmental merit, and integral deployment. Part time faculty make up more than 30% of teaching hours; in other words, they play crucial role in developing universities' reputation.

The thesis also presented particularly other results as follows:

Faculty development in the new context

Methods of work planning and implementation; tasks cannot be done without work plan, which will be applied in doing importantly everything in Vietnam.

12. Practical applicability: This solution would be practically applied in depth since Vietnamese universities are at the beginning of development and will choose, thus, to apply such a systematic and synchronous solution for their sustainable development. Dong A University has had piloted the solutions successfully and will expand further in roll-out. This method of planning and implementing could be applied into the micro and macro management of works at national level.

13. Further research directions: This study can be extended in researches in other areas at public and private universities, or enterprises, and even in nationwide management of national interests.

14. Thesis –related publications:

Nguyen Thi Anh Dao (2013), "Standards for university faculty in the new age", *Journal of Science and Technology, Danang University* (63), pp. 6-12.

Nguyen Thi Anh Dao and Do The (2012), "Management of tenured faculty at universities using the integrated matrix of MBO-MBP", *Danang Journal Social and Economic Research* (36), pp. 55-59.

Nguyen Thi Anh Dao and Doan Chi Thien (2012), *Communication Skills*, Hanoi Information and Communications Publishing House, Ha Noi.

Nguyen Thi Anh Dao (2007), *MEKONG IMS - The Integrated Management Solution*, Copyright Office of Art and Literature, Ministry of Culture and Information, Ha Noi.

Nguyen Thi Anh Dao (2007), "Private vocational junior college system in Danang City: Development orientation for 2010", *Journal of Education* (167), pp. 13-15.

Nguyen Thi Anh Dao (2007), "Developing and enhancing the quality of teachers at private vocational junior colleges in Danang City", *Journal of Education* (163), pp. 9-10.