

DIVERGENCE OF TIME STANDARDS AS A CONSEQUENCE OF THE UKRAINIAN UNIVERSITIES' ADAPTATION TO THE NEW SOCIO-ECONOMIC AND INSTITUTIONAL OPERATING CONDITIONS

The Law of Ukraine "On Higher Education", adopted in 2014, stipulates that higher education institutions (HEIs), with the status of national, have the right to autonomously determine the time standards for teaching and other activities of the academic staff. Previously, HEI needed to use time standards for planning and performance of academic teaching, which were approved by the order of the Ministry of Education and Science No. 450 dated 08.08.2002. After obtaining permission for independent formation of standards, many HEIs, for various reasons, first of all, due to financial difficulties, were made to change time standards that were officially approved by the Ministry of Education and Science of Ukraine. As a result, their own modified derivatives of time standards appeared. Thus, in addition to the officially approved time standards, a whole set of time standards systems for academic teaching appeared in higher education, these systems have a common origin and a common "parent" system of time standards. In their development, they are moving away from the "parent" system and from each other, which makes it possible to speak about their divergence. The purpose of the paper is to study the processes of divergence of time standards for academic teaching and to determine their main directions. The divergence of time standards is an adaptive process, which aims at adapting the systems of the HEIs time standards to the new operating conditions. Legislative changes which are necessary prerequisites for the divergence of time standards in higher education in Ukraine also allow HEIs within the framework of university autonomy to set their own time standards for academic teaching; different conditions of HEI functioning; their relative isolation. The principal factors of divergence are the chronic underfunding of higher education, the significant reduction of the number of secondary school leavers due to the demographic crisis in Ukraine, the introduction of admission conditions, which provide students with several applications for several specialties to any number of HEIs, which leads to the outflow of students to large scientific centers, etc. The study identified five main areas of divergence that combine the relevant primary changes in time standards systems. Transformation of time standards allows HEI to adapt to the external environment changes and to the peculiarities of the elements of the internal environment (teaching and research processes, personnel, management, marketing, etc.). Further studies on the divergence of time standards for academic teaching should consist in determining the degree of change in standards over time in certain HEIs or their groups, as well as in establishing levels of divergence in different systems of time standards.

Keywords: higher education, higher education institutions, academic teaching, academic staff, academic staff labor standards, time standards for planning and performing academic teaching.

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