

The Legal and Legitimate Rooting of the Duties of a Faculty Member while performing the Public Job according to the Regulations in the Kingdom of Saudi Arabia (University of Tabuk as a Model)

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Abstract

This study aimed at shedding light on the duties of a faculty member while performing academic job; due to their real importance for achieving the controls of the public job and the public interest, and because of their clear impact on completing the educational mission and achieving its purpose and the desired educational outcomes in academic and university institutions, the topic will be addressed to the legal and legitimate rooting, tasks and duties of the faculty by addressing some of the job regulations in the official Saudi universities in general, and University of Tabuk in particular. Our research addresses the importance of these regulations, the methods of implementing them and putting them into practice, their importance in organizing the public function within the scope of universities and educational institutions, and the impact of this on the university environment and sustainable development that the Kingdom of Saudi Arabia seeks to achieve according to Vision 2030 and in all fields.

By clarifying the practical career path for the academic tasks and duties of a faculty member; the regulations and systems related to the tasks and duties of a faculty member at the University of Tabuk will be addressed as an applied model practiced on the ground that works to codify the main tasks of a faculty member; Which explains the implementation of the necessary supervision and control methods on the academic function to measure the extent of the faculty member's commitment to the specific career and academic paths according to the regulations in force at the university to achieve the true goal of the optimal learning process..

It is worth saying that these systems and regulations in force in educational institutions, which include the duties and tasks of the faculty member, have the greatest impact on the performance of the faculty member and his necessary job discipline, which supports the entire learning process and achieves its goals.

The descriptive analytical approach was used by studying the work model of faculty members at the University of Tabuk and the extent to which the systems and regulations in force at the university apply to the job and academic tasks the faculty member provides to students. The researcher will study the regulations for the duties and tasks of faculty members at the University of Tabuk during the first semester of the academic year 2023/2024, the study has concluded that the University of Tabuk uses systems and regulations to determine the course of work of the faculty member so that the outputs are consistent with the original vision of the university, this is through activating the systems for the duties of faculty members, and through commitment to the processes of organization, planning, control and management, measuring outputs against goals and measuring the effectiveness of the faculty member's academic and practical output, in

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addition to focusing on the proper performance of the faculty member's work inside the classroom and commitment at the level scientific departments and the educational institution as a whole. This is done through the use of effective indicators that measure the extent of the superiority of the faculty member's performance and work to develop it, in addition to the subsequent monitoring exercised by the administration over the performance of the faculty member through the methods of annual evaluation of job performance, which measure the extent of discipline in the job behavior of the faculty member in all aspects over a period of time.

In light of the results obtained, it was recommended to intensify awareness about the tasks of the faculty member through the practical guide announced in paper and electronic form that governs the work of the faculty member, in order to achieve the greatest effectiveness in performing the recognized academic tasks, in addition to the recommendation that a special electronic icon is created to clarify all the detailed tasks related to the duties of the faculty member, in addition to integrating them with evaluation forms that explain the mechanism for evaluating the faculty member by the administration and students, according to the applicable laws and regulations.

We find that the Kingdom of Saudi Arabia has embodied clear rules governing the public job according to the laws and regulations in force in the Kingdom of Saudi Arabia, which concern the public job and job behavior in many matters, where the duty of the employee and faculty member is not limited to performing physical behavior only, but there are valuable ethical rules, must be preserved during public work, which is one of the most important foundations and pillars rooted in the public job and the public good, including preserving the honor and ethics of the public job, which requires focusing on implementing and consolidating functional skills and establishing the necessary value aspects to the public employee, starting with the faculty member in particular, so that he can applying it within the framework of his daily job duties.

Keywords: *University of Tabuk, Executive regulations, Faculty member, Academic duties and tasks, Saudi Arabia.*

Introduction

One of the most important foundations of the public job is the implementation of specific rules, controls, and systems so that chaos does not prevail, therefore, regulations and system were created to govern the work of the public employee in civilized societies to continue providing public service to individuals and organizing public facilities in countries, the faculty member is considered a job model governed by specific controls and mechanisms during his work so that he does not carry them out randomly and so that the learning process is linked to the purpose of this authentic process represented by the long-term vision behind the outputs of scientific and humanities colleges in general, which is represented by creating qualified cadres to work in various societal roles, for the purposes of continuing the educational mission and achieving the required standards of efficiency and quality in the optimal learning process. The vision of the University of Tabuk was embodied in the university providing university education through advanced academic programs based on several pillars, including modern methods, teaching methods, and evaluation, in a stimulating educational environment (University of Tabuk, 2022).

This study came to shed light on the importance of the job duties of the faculty member and the effectiveness of the faculty member's performance in universities in general, the tasks and duties of the faculty member at the University of Tabuk were addressed as an example.

The problem of the study and its questions

Many challenges appear during the implementation of the new educational system, especially with regard to the practical and functional aspect of the academic member's work, given the researcher's work as a faculty member at the University of Tabuk, she noticed that there is an urgent need to highlight the importance of the faculty member performing his duties in an optimal manner according to the applicable systems, so that his performance is consistent with the mission and vision of the university and its affiliated colleges, due to the importance of the faculty member's position as an essential and main party in the learning process, and so that the learning process is consolidated in an easy way that is commensurate with the realistic need for practical skills in societies.

Based on this submission, the problem of this study revolves around answering a main question, which is: How important is the faculty member's commitment to the tasks and job duties assigned to him in the learning process? How important is it to educate faculty members about their academic and job tasks in university institutions, in addition to addressing the effectiveness of the functional systems followed in universities in controlling the academic obligations and duties of the faculty member?

From this main question emerge the following sub-questions:

1. How effective are the systems and regulations practiced in universities in general and at the University of Tabuk in particular in regulating the academic function and controlling the performance of the faculty member?
2. How important is it to educate faculty members about the duties and tasks assigned to them according to the applicable job systems?
3. How important is the existence of special regulations and systems that clarify the duties and tasks of a faculty member and help in controlling the learning process in universities?
4. What are the most prominent challenges facing universities regarding the issue of faculty member duties, and what are the solutions and recommendations proposed to address them?

The original idea of public work is to provide public service to the public and achieve the general interest of citizens, accordingly, the aspect of commitment to performing job duties must be implemented adequately, and the public employee must adhere to the tasks assigned to him in his work, as the applicable job regulations emphasize on the specific rules and regulations. that would control the learning process, starting by defining the faculty member's job obligations and tasks during the learning process and academic tasks.

Importance of the study

The importance of this study can be summarized as follows:

- Theoretical (scientific) importance: The theoretical literature contained in this study can add new knowledge to researchers, and provide the Arab library with a new theoretical framework about the duties of a faculty member, specifically through activating executive regulations in universities, and previous studies in this study may benefit those interested in university learning, and the mastery of faculty members' performance of their job tasks, the current study derives its scientific importance from the fact that it is contemporary with a realistic phenomenon, which is the necessity of focusing on the performance of the faculty member's job tasks, which has an impact on the learner's learning outcomes and raising the performance of the faculty member, in addition to developing the work of educational institutions in general.

-Practical (applied) importance: It is hoped that the results of this study will benefit the University of Tabuk and higher education institutions in highlighting the importance of the career system, especially with regard to the tasks of faculty members and their carrying out their job duties according to the systems in force in educational institutions in the Kingdom of Saudi Arabia, In addition to highlighting the importance of the educational system and improving its performance while students receive science in its various forms, in addition to focusing on developing human resources represented by faculty members, and providing the financial capabilities and trends in selecting the optimal new learning styles, in addition to developing future plans to direct towards optimal work mechanisms for the faculty member in an organized, codified manner , and benefiting from the experiences that applied new methods in the public service regarding the learning process.

Objectives of the study

The current study aims to identify the importance of the job duties carried out by an academic faculty member and their impact on the entire learning system as he is an essential party to the learning process, the model of regulations applied at the University of Tabuk was used through the executive regulations for the duties and tasks of a faculty member in all university specializations at the University of Tabuk, in addition to reviewing the code of conduct funded by the Kingdom, a set of sub-objectives emerge from the main objective as follows:

1. Recognizing the importance of the learning process by clarifying the duties of a teaching member in Saudi universities.
2. Recognizing the importance of the functional systems in place in controlling the job work and duties of a faculty member in universities.
3. Identify the legal conditions for a faculty member's work.
4. Identifying the executive regulations for the duties of faculty members at the University of Tabuk, the mechanism of their work, and their impact on the learning process in various sciences.
5. Recognizing the impact of activating the learning aspect and the skillful, practical and scientific aspect of the faculty member on the learning process and recognizing the importance of the role of the faculty member by focusing on the aspect of developing teaching methods in all sciences and adapting them in order to deliver information quickly and easily to students.
6. Identify the impact of the existence of regulations and systems that govern the learning process, especially the tasks and duties of the faculty member, as well as the systems that govern the public job.
7. Identifying the challenges that can be faced and the mechanism for proposing and developing solutions and recommendations during the faculty member's work.
8. Identifying the idea of establishing specialized committee in functional control of faculty members.
9. Identify the impact of activating the functional systems in place?

The limits of the study

- Spatial boundaries: University of Tabuk in the Kingdom of Saudi Arabia.
- Time limits: This study was applied in the second semester of the academic year (2023-2024).

Study methodology

This study is based on the use of the descriptive approach, for its suitability for the purposes of the current study, which is related to measuring “the extent of the importance of awareness of the academic duties and tasks of a faculty member in universities, taking the University of Tabuk as an example,” as the descriptive analytical approach is the approach that starts from studying and analyzing the phenomenon and events by describing them accurately and familiar with everything that affects the studied phenomenon, including studying reality, describing it, analyzing it, expressing it quantitatively and numerically, and describing the phenomenon in terms of its characteristics, causes, and factors affecting it (Al-Kaanabi & Al-Aqabi, 2015). The researcher justifies her use of this approach because it is characterized by being consists of a group of interconnected and sequential stages, each of which leads to the next stage, as this approach begins by defining the problem of the study, formulating hypotheses, then testing and analyzing them, arriving at results, and proposing recommendations in light of those results (Maleh & Al-Assouli, 2020).

The importance of the descriptive analytical approach is due to it being a comprehensive approach that contributes to understanding the present in order to guide the future, as the descriptive approach provides realistic data, facts and conclusions as preliminary steps for transformations and changes that may be necessary to improve the current situation, in this context, “Yulin Young” explained that the analytical descriptive approach is based on studying conditions that have social, political, or economic significance in a given geographical area, which makes it easier to measure them and compare them to similar conditions in other geographical areas. Hoytney has shown that the descriptive analytical approach involves an organized attempt to explain and analyze the existing situation for systems or groups, in preparation for accessing data that is classified, interpreted, and then analyzed for the purpose of benefiting from it in the future, especially for the purposes of scientific research, Campbell explained that the descriptive analytical method is considered an approach to collecting data in an organized manner, based on many tools, including: Social surveys and survey studies that rely on the design of questionnaires, in addition to interviews and case studies (Malih & Al-Assouli, 2020: 40-45).

The researcher will rely on the case study tool as one of the tools of the descriptive analytical method, through special observation specifically at the University of Tabuk, in addition to the contribution of the descriptive analytical method as a whole in helping the researcher to identify the problem of her current study.

Literature review

The degree of development and rapid progress in the learning process has been observed in recent times due to changing life conditions, the development of awareness, and the expansion of the area of research that studies the optimal methods in the learning process through the attempt to consolidate the information in the mind of the student and achieve the purpose of the learning process, which necessitated the need to focus on the axes of the learning process in all its aspects, within the framework of reviewing and adopting the newly developed learning strategies, as well as relying on the vision and mission of the universities that are centered around the student and the learning process as a whole, therefore, it was necessary to direct attention to the performance of the faculty member, by activating the systems and regulations related to him and his job duties, some countries have begun to pay attention recently to such rules and regulations for the faculty member.

When the researcher was informed of previous studies on the subject of the academic duties of a faculty member, and the importance of the skill, scientific, and value aspect of the faculty member while performing his task in all specializations, it became clear that

there is a need to present research that deals with the topic from another angle other than that covered by the studies that addressed this topic, which gives this study a valuable dimension, is evident in what was written about the duties of a faculty member from previous studies, as Al-Dahiyat (2019): identify the challenges facing legal education in Arab universities, especially those challenges related to adopting modern interactive teaching methods and linking study programs to realistic goals that reflect the requirements of the labor market, and the study recommended for the necessity of formulating the educational outcomes of legal programs and courses in a balance with the cognitive aspects, skills, and values, the study also recommended reconsidering the work of academic accreditation bodies in terms of focusing on the core of the educational process, the quality of research production, and the actual level of students.

Through reviewing previous studies, the importance of the duties of a faculty member becomes clear, as well as the importance of enhancing the various skills of faculty members and activating the rules and regulations that govern the duties of a faculty member, the process of activating these mechanisms in various colleges and universities may face a number of challenges, and the researcher has benefited from previous studies to identify insights into the academic duties of a faculty member in universities, this study will be distinguished from other previous studies in its dealing of the duties of a faculty member at the University of Tabuk, It has not been addressed in any previous studies

Study structure

This study will be divided into two topics, a conclusion, results and recommendations, as follows:

- Topic one: The legal and legitimate frameworks related to the duties of a faculty member.

It was addressed through two requirements:

- Requirement One: the legal rooting of the tasks and duties of the academic faculty member and their importance according to the applicable regulations.

-Requirement Two: the legitimate rooting of the duties and tasks of a faculty member in public universities.

- Topic two: The effectiveness of the regulations and systems governing the work of academic faculty members in universities, challenges and advantages.

It was addressed through two requirements:

- Requirement One: The challenges that may be faced during the practical practices of faculty members while performing their work and the mechanism for treating them.

- Requirement Two: The advantages gained from activating the systems and regulations related to the duties of faculty members assigned to them.

Conclusion, findings and recommendations

TOPIC ONE: Legal and legitimate frameworks for the work of a faculty member in universities and academic institutions

In this topic, the researcher deals with the legal and legitimate frameworks for the work of a faculty member in universities, and it has been addressed through two requirements:

Requirement One: the legal rooting of the tasks and duties of the academic faculty member and their importance according to the applicable regulations.

One of the most important main roles in the learning process in all scientific and literary fields is the role of the faculty member, as the whole sciences require mastery in communicating information in order to contribute to providing students with advanced

skills. Effective communication skills, critical thinking, and other skills are necessary in the scientific fields, is one of the affairs that must be done and students should be empowered with it. The roles of the faculty member are considered one of the means of supporting the educational process, as through the role of the faculty member in which he can transform the educational material from memorization into a process of empowering, and developing the learner's skills of creativity, interaction, and thinking, and helping him to realize the various forms of knowledge, storing them in memory, and recalling them when needed.

Therefore, it is clear that it is necessary to pay attention to the performance of the faculty member and focus on his mastery of his tasks and his commitment to the ethics of the public job through the use of effective systems and regulations that achieve the academic goals in educational institutions and to reach the development of the traditional educational system and replace it with the new model of delivering information, knowledge and skills to students and commitment to the way the faculty member performs his tasks and duties. that it is considered a model for developing educational systems in societies.

In addition to the topic of our research on the importance of the duties of the faculty member in universities and its reflection on the entire learning process and the use of the model of regulations and systems for faculty members at the University of Tabuk, where the universities took it upon themselves to pay attention to organizing and codifying the duties of the faculty member for the purposes of implementing the desired educational outcomes and to conduct the work of the educational institution.

The University of Tabuk was established in 1427-2006 by order of the Custodian of the Two Holy Mosques King Abdullah bin Abdulaziz Al Saud, It is a government university located in the city of Tabuk in the northwest of the Kingdom of Saudi Arabia, a group of university college programs have obtained academic accreditation over the years (2010-2018) (University of Tabuk, www.ut.edu.sa).

The University of Tabuk hosts approximately 25,000 students studying in the humanities and scientific colleges, which are: (College of Medicine, College of Engineering, College of Business Administration, College of Applied Medical Sciences, College of Science, College of Computers and Information Technology, College of Education and Arts, College of Home Economics, College of Community, The University College in Dubaa Governorate, the University College in Al-Wajh Governorate, the University College in Umluj Governorate, the University College in Haql Governorate, the university branch in Taima Governorate, and the College of Sharia and Regulations, which was established by decision of the Higher Education Council dated 21/2/1433) (University of Tabuk, www.ut.edu.sa).

The university contains a group of deanships, namely: (Deanship of Admission and Registration Affairs, Deanship of Faculty and Staff Affairs, Deanship of Student Affairs, Deanship of Scientific Research, Deanship of Community Service and Continuing Education, Deanship of Graduate Studies, Deanship of Library Affairs, Deanship of Development and Quality, Deanship of academic services.) (University of Tabuk, www.ut.edu.sa).

The researcher believes that the role of the faculty member and mastering his academic and professional work in the best possible ways is considered essential and necessary in the process of achieving the desired and planned educational outcomes.

Branch One: The concept of the duties of a faculty member according to the applicable rules and regulations:

The code of conduct and ethics for the public job dealt with the concept of the public employee, as it stated that is: someone who works for the state or for one of the agencies with a public legal personality in a civil job in any capacity, whether he works

permanently or temporarily, a public employee is anyone who occupies a civil job, whatever its nature of his work or job title (Article 3/1 Code of Conduct and Ethics for the Public Service for the year 1437 AH - p. 121).

The public job is considered civil tasks and competencies performed by the public employee for public service in which he is subject to presidential authority in administrative organization (Article (1) of the Job Discipline System, Council of Ministers Experts, p. 1).

Thus, it is clear that the description of a public employee applies to a faculty member, which makes the faculty member committed to the umbrella of legislation and special regulations in the public job, he is a public employee who works in state facilities, and the education facility is considered one of the most important facilities on which countries and societies are based, and this is what we will see later when talking about systems related to the work of a faculty member, which is often based on job regulations in general if there is no covering the systems and regulations of educational institutions.

The code of job conduct and public job ethics clarified the tasks and duties of public employees, which would enhance civil service values, raise the level of quality, and develop job performance, the code of job conduct and public job ethics is a general framework that the public employee must adhere to and work according to it, It is a code that sheds light on the standards, morals and values that a public employee must possess while performing his duties and thus will contribute effectively to raising the level of quality of public service and improving it (Article (1) of the Job Discipline System, Council of Ministers Experts, p. 1).

The quantitative development of education in the world coincides, represented by the demand for education and the increased demand for it, with a global trend concerned with its type and quality, There is no longer a place for education that lacks quality and type, and universities are no longer educational organizations concerned only with graduating students and pushing them into the labor market, even if this is one of the functions of these institutions, indeed, many countries of the developed world have begun to turn universities into economic investment institutions and scientific research centers that catapult the country into advanced global centers in the field of innovation, manufacturing, and knowledge in general, It has been confirmed beyond dispute that universities were the basis for the development of societies that are today considered the leaders of scientific progress and development (Al-Shammari,2017:63).

Faculty members working in higher education are considered one of the most important variables in the equation of type and quality and the most important inputs to the learning process, accordingly, the qualitative level of the university is evaluated, whether in the classification processes or in the processes of accreditation, licensing, equivalency of certificates and academic degrees, etc., through the availability of highly qualified groups of these bodies (Al-Shammari,2017:81).

A faculty member is considered a public employee despite the differences that may be found in jurisprudential opinions. Is a faculty member in public universities considered a public employee? We will present a point of view that was addressed by Dr. Nofan Al-Ajarmah - Doctor of Administrative Law - in a newspaper article to clarify the legal and jurisprudential opinion regarding the legal regulation of the work of a faculty member in Jordanian universities, and attached an excerpts from the press article by Dr. Nofan Al-Ajarmah:

(I am a specialist in the field of administrative law, despite the abundance of legislation that deals with the public job and the public employee, most of these legislations have not established a comprehensive definition that precludes defining what is meant by the public employee, as each legislation is limited to defining the public employee in the field

of applying its provisions only. , leaving the matter of definition to jurisprudence and judiciary.

The public employee is considered a major subject of administrative law, and this law's view of the public employee is variable, due to the evolving nature of administrative law, which varies from one country to another, or even in the same country from time to time, according to the development of the philosophy of management and governance, which makes it difficult to accept a specific concept for a public employee for a long period of time.)

Dr. Al-Ajarmah reviewed the position of the Jordanian legislator and the position of the Supreme Court of Justice regarding the concept of the public employee in the Jordanian legal system and reached a conclusion stating that (the constitutional legislator, in his definition of public funds, addressed the concept of the public employee, describing him as a person who receives his salary from public funds, we note that: The constitutional legislator did not intend to provide a comprehensive definition that excludes the meaning of a public employee.

Dr. Al-Ajarmah stated that the legislator in the Jordanian Penal Code gave a broad concept to the public employee, as he bestowed this characteristic on every person who works in any of the state's interests, and the legislator's goal in this is to protect public facilities and ensure their regular and consistent operation in a way that achieves the public interest, in addition to the importance and the seriousness of the work entrusted to public employees, and the legislator did not aim to establish a jurisprudential or terminological definition of the public employee, that the legislator's goal of the definition was to define the public employee in the field of applying the provisions of the Penal Code only. In defining the public employee in the Jordanian Civil Service System, Civil Service System No. 30 of 2007, in its second article, defined the employee by saying, "He is the person appointed by the competent authority in a job listed in the job formations list issued pursuant to the general budget law or the budget of one of the departments, including, this includes the employee appointed by a contract and does not include the person who receives a daily wage, the Jordanian Court of Cassation dealt with defining the concept of the public employee, as it defined the public employee as the person ((who is entrusted with permanent work in the service of a public facility managed by the state or one of the regional persons or public institutions)) and to know regarding whether a faculty member in public universities is considered a public employee or not, and the same bureau of interpretation issued Fatwa stating that ((Jordanian universities governed by the Jordanian Universities Law are considered official national governmental institutions.)) Bureau Resolution No. 8 of 2001, this has the following consequences: It states that a faculty member at the University of Jordan is considered a public employee and may not be appointed as a member of the Council of Higher Education.

The practical guide to the duties of a faculty member for Saudi and non-Saudi members has been addressed in many of the job tasks and duties of faculty members, where it was stated that for the purposes of achieving excellence for the University of Tabuk, the university is working to attract a group of faculty members who have experience and competence in various specializations to contribute to the preparation of capable graduates to meet the needs of the labor market, the above guide summarized the duties of faculty members and their equivalents, as stipulated in the regulations governing the affairs of faculty members and their equivalents in Saudi universities, and these duties include (Directory of Saudi faculty members - University of Tabuk - p. 10):

- Commitment to honesty, morals, rules of conduct, etiquette, regulations, and instructions, and refraining from anything that violates the honor of the job.

- Following developments in the field of specialization and contributing to its development through scientific activity.

- Contributing to community service.
- Devoting yourself to work at the university.
- Maintaining order in teaching halls and laboratories and submitting a report to the department head on every incident that disrupts order.
- Following the regulations and instructions in force in the Kingdom, respecting established customs and traditions, and not harming religion or interfering in politics.
- Delivering theoretical and practical lessons and lectures, conducting scientific research, and supervising student research.
- Participate effectively in the activities and work of the scientific department to which he belongs, including the work of the department council and other councils.

As for disciplinary matter, the above guide stated that, taking into account the provisions of the employee disciplinary system, if a member of the teaching staff or the like commits something that he believes violates his duties, one of the deans shall undertake the investigation, commissioned by the university director, and submit a report to him on the outcome of the investigation, and the university director may issue a decision to suspend any of the faculty members and the like from work if the interest of the investigation requires it, the university director shall inform the faculty member referred to the disciplinary committee of the charges against him and a copy of the investigation report, by a registered letter before the date of the session set for the trial, and for the faculty member and anyone in charge, his ruling is that he is referred to the Disciplinary Committee to review the investigations that were conducted (Directory of Saudi faculty members at the University of Tabuk - 1434-2013 AD - p. 29).

The guide also mentioned in paragraph 9 of the disciplinary axis that, taking into account the provisions of No. 32 of the Employee Disciplinary System, the disciplinary penalties that may be imposed on a faculty member and those of his rank are as follows: warning, censure, deduction from salary, deprivation of one periodic bonus, Postponing promotion for a year, dismissal (Directory of Saudi faculty members - previous reference, p. 30).

It is clear that the regulations in force in the Kingdom of Saudi Arabia classify a faculty member as a public employee, as Article 19 of the regulations governing Saudi university employees who are faculty members and the like stipulates that faculty members are treated in terms of allowances and rewards in accordance with how employees of state are treated (Article 19 of the regulations governing Saudi university employees, including faculty members and the like, issued by the decision of the Higher Education Council dated 22/8/1418 AH.).

In the duties clause in Article 38 of the executive regulations governing Saudi university employees, it stated that the faculty member must be characterized by honesty and morals, and must adhere to the regulations, instructions, good morals, and established rules of conduct and etiquette, and refrain from everything that is dishonorable to the job (Article 38 of the regulations governing Saudi university employees).

All this confirms the legal status of the faculty member and helps to determine his status and the legal nature of his work, accordingly, the faculty member must adhere to the regulations and duties in force at the state level and its affiliated institutions.

As for respect of the faculty member and its impact on his achievement at the academic and professional levels in general, it becomes clear the importance of preserving his academic identity, here I am reminded of a term that I came across in a research published in a French magazine, where the concept of (academic dignity) caught my attention, preserving the academic dignity of the faculty member is necessary for him and it has the most severe impact on the educational process in general (Academic Dignity - Research

published in French under the title *L'identité collective du corps enseignant* -vincent descombes-revue du mauss-361.).

Requirement Two: the legitimate rooting of the duties and tasks of a faculty member in universities.

In this section, the researcher deals with the legitimate rooting of the tasks and duties of the faculty member, as the best learning process is based on the efforts organized for the learning process, the faculty members, and the students, the administration must provide a system for the learning process through rules and regulations, study the extent of awareness and activation of it, and provide training for everyone of faculty members and students to better implement the educational system.

It is appropriate to say that the legitimate rooting of the issue of public job duties and sincerity in work is found in the tolerant principles of Islamic law, the prophetic directives that urge sincerity in work and mastery of it, the clear divine guidance in the Holy Qur'an, and the inculcation of the values of sincerity, loyalty, piety, good work, self-monitoring, fear of God in work and speech, and observing God in secret and in public. .

Where God Almighty mentioned (And say, "Work, for God will describe your work and His Messenger").

God Almighty said: "And help one another in righteousness and piety."

And God Almighty said, "And do good; God loves those who do good." (Al-Baqarah: 195).

And the Messenger of God said (God loves, when one of you does a work, to do it well). The Messenger of Allah, peace be upon him.

While we find that the Basic Law of Governance stipulates in its first article that the Kingdom of Saudi Arabia is an Arab Islamic state with complete sovereignty, and its constitution is the Book of God and the Sunnah of His Messenger, may God bless him and grant him peace (Basic Law of Governance 1412 - Article (1)).

In this context, the researcher believes it is necessary to have awareness-raising training courses that clarify the legitimate rooting of the duties of a faculty member.

TOPIC TWO: The effectiveness of the rules and regulations governing the work of academic faculty members in universities, challenges and advantages.

The second section addresses the nature of the regulations governing the work of a faculty member in the Kingdom and the mechanism of their work, the best learning process is based on the efforts that organize the learning process, the faculty members, and the students. The administration must provide a system for the learning process through rules and regulations and study the extent of awareness and activation of it and provide training for both faculty members and students to implement the learning system in a better way, in this context, the researcher sees the necessity of having training courses to clarify the mechanism and duties of the faculty member.

It was addressed through two requirements:

-Requirement one: The executive regulations for the tasks of a faculty member and the challenges that may be faced during the practical practices of faculty members while performing their work and the mechanism for treating them.

-Requirement two: The executive regulations for the duties of a faculty member and the advantages gained from activating the rules and regulations related to the duties of faculty members assigned to them.

Requirement One: The challenges that may be faced while faculty members perform their work

Despite many benefits of using the innovative learning process through new strategies, there are many challenges facing the use of this technique ; Among these challenges are those related to activating systems and regulations and developing the capabilities and skills of faculty members to enable them to perform their duties to the fullest extent, in addition to providing the opportunity for faculty members to present their proposals that help to increase work experience and benefit from local and Arab capabilities for the purposes of practical development in public employment.

The need to divide tasks according to experience and competencies becomes clear, in addition to the need to distribute roles and tasks to faculty members according to a specific system that allows for equal opportunities and allows them to exercise their duties in a positive way, It is important to work on motivating and developing the faculty member and rewarding the distinguished among them with incentives, in addition to the necessity of activating the system of automated and administrative accounting and developing their proposals and experiences (Al-Nasser,2019).

There is a need to train both faculty members and students to understand how to make the most of the applications of new strategies by implementing and activating the new methods, therefore, faculty members must be integrated into specialized training courses to clarify the mechanism of activating these strategies, as faculty members may encounter some challenges as the need appears for motivation, encouragement, and training for them to be able to be creative while preparing educational content and presenting their job duties, which will be discussed in detail in the following pages.

Through the researcher's work as a faculty member in the College of Sharia and systems at the university of Tabuk, she has noticed that the faculty member must work to address the new means of transmitting information, in addition to mastering various skills, as well as committing to scientific and ethical honesty when performing the academic job, the faculty member focus on the lecture by addressing only the theoretical aspect, influencing the delivery and consolidation of the best legal information, therefore, it is necessary and important to activate the applied practical skill aspect among the students so that their scientific and practical development is not negatively affected, and so that they do not face difficulty in joining the labor market in the future, and therefore the faculty member must be encouraged to modify the method of teaching and allow students to explore the learning environment on their own by using new methods, this requires training faculty members on how to prepare scientific material with confidence, flexibility, and clear planning and organization, the faculty member must realize that this method will enhance an effective learning environment that achieves the desired educational outcomes.

Other challenges that the researcher noted were the lack of specialized human resources for supervision purposes, preparing a special guide for the faculty member's work mechanism, and finding clear, approved and documented models in electronic and paper form for every participation and interaction by faculty members, in addition to the lack of a specific reference regarding the learning content that could be adopted in various types of academic courses, and the lack of qualified human resources to work on these techniques becomes clear, therefore, it is necessary to work to remove and adapt these challenges and work to raise the level of awareness and conviction among faculty members and students of the importance of the role of augmented reality in improving the learning process on the part of Teaching faculty member by working on applying new strategies.

In order to develop the reality of the roles of faculty members, it is necessary to study all contemporary challenges that affect the performance of the faculty member for the purpose of submitting the necessary proposals for the necessary career development. It is important to work to raise expertise and benefit from local and Arab capabilities for

development purposes, and the importance of university leadership in developing faculty members becomes clear (AlNaser,2019).

Requirement two: Advantages gained from activating systems and regulations

The impact of activating the rules and regulations for the tasks of faculty members and the impact of activating the new strategies on the performance of the faculty member will be addressed through the following two branches:

Branch One: Advantages of activating the developmental aspect of a faculty member's performance through innovative learning strategies.

Teaching through modern means in all sciences is an important role in the success of the learning process, in light of the development in societies and the diversity of the labor market, it is necessary to refine the necessary skills and experiences of the faculty member so that the educational output fits the needs of practical reality, and one of the most important advantages provided by the developing process of the work of faculty members through effective systems, specialized awareness courses, and through developing academic and practical experiences, many of which include:

- Providing a smooth relationship between educational institutions, their departments, and faculty members

-Organizing codified and effective legislation that helps faculty members and administrative leadership in educational institutions to achieve the desired goal and vision by the educational institution.

-Providing the training material in a manner that is consistent with the functional needs of faculty members, which helps to provide the learning reality with the best academic experiences.

-Organizing the learning process in general, and finding effective organizational methods that govern the work of faculty members in educational institutions.

Branch two: Advantages of activating the systems and regulations in force in universities: -

First of all, reference must be made to the Code of Conduct and Ethics for the Public Job, this code includes the comprehensive general principles of the public job. Article (2) of the code indicated that "Islamic morals and ethics represent the basic source of public employee behavior." (Article 2 of the Code of Professional Conduct approved by Cabinet Resolution No. 555 issued on 25/12/1437 AH.) This is legitimated rooting for the employee's duties by relying on Islamic law. While Article (3) of the code referred to the objectives of the code, which are to develop the spirit of responsibility in the public employee, spread his ethical and professional values and principles, develop his culture by clarifying the importance of the role he undertakes and the ethical frameworks within its context, and strengthen the professional and ethical values in the public employee's relationship with his superiors, subordinates, and colleagues, and service recipients (Article 3 of the Code of Professional Conduct - previous reference.).

Article 1 of the Code of Conduct and Ethics for the Public Job stated that a public employee is anyone who holds a civil job in the state, regardless of the nature of his work or the name of his job (Code of Conduct, Article 3/1, previous reference).

The executive regulations for the duties of a faculty member represent the road map that must be followed by faculty members while carrying out their job duties.

Therefore, we must work to find solutions to such challenges through training, awareness, and oversight, instilling foundations and values, and taking feedback from all sides, students, management, colleagues, and employees, to evaluate the situation and develop it appropriately.

It is necessary to adopt institutional work and modern administrative methods in university administrative work that are based on participation, quality management, and management of objectives.

Conclusion, results and recommendations

This descriptive analytical study aimed to shed light on the importance of the duties of a faculty member in universities by studying the rules and regulations in force at the University of Tabuk. The study reached the following results:

- It is clear that there is a need to commit to finding a specific organizational mechanism that evaluates the work of the faculty member.
- It is clear that there is a need for documentation of many of the issues facing the work of a faculty member.
- There is no periodic follow-up of feedback from parties in the educational relationship.
- It is clear that there is a lack of interaction from some faculty members at times in implementing what is stated in the regulations.
- It became clear that there is an urgent need for training courses for faculty members and students alike to clarify the mechanism of activating the rules and regulations regarding job rights and duties.
- It became clear that there is a need to encourage and motivate faculty members by rewarding distinguished students.
- It became clear that there was a need to create an electronic icon in addition to specializing in requesting grievances for any topic and to be subject to a neutral committee.

Recommendations

In light of the reached results, the researcher recommends the following:

1. Providing a personal guide to the faculty member's responsibilities.
2. Introducing the idea of an electronic icon by creating a special electronic icon on the university's website for exercising grievances.
3. Urging faculty members to work on developing skills and implementing regulations at the university level in the Kingdom of Saudi Arabia.
4. Emphasizing the importance of existence specialized staff in the technical, skills, and professional aspects and who has experience in the work of faculty members and their management.
5. Work on preparing an approved form to document the work of any faculty member.
6. Holding various training courses to raise the awareness of faculty members about their tasks and to raise practical awareness about the regulations related to the tasks of faculty members.
7. Conduct more studies that measure the importance of the duties of a faculty member in universities throughout the Kingdom of Saudi Arabia.
8. Emphasizing the faculty member's mission and its importance in conveying knowledge and skills and consolidating values as a result of teaching the courses adequately in all courses of the college's study plan.
9. Educating faculty members about the ethical and moral foundations for performing the duties and tasks of faculty members.

10. Motivating and encouraging distinguished faculty members to perform their duties and master their academic and university roles at the level of scientific departments and universities.

11. Providing an appropriate educational structure and environment to practice new learning.

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