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ACADEMIC SALARIES IN KAZAKHSTAN

Current Status and Perspectives

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While faculty of Kazakhstan are well educated and trained, substantial reforms need to be undertaken and ample funding provided in order to improve the positions of faculty and reach international standards in terms of teaching and research. Kazakhstan's faculty enjoy considerable social status; however, this does not translate into financial stability. To secure enough income, many professors need to work on more than one workload, which leads to the decrease of quality in the academic profession. Not enough time or funding is provided for research, and the majority of professors must concentrate more on teaching. The academic rank, seniority, and academic achievements determine the salary levels of faculty. There are four major ranks of faculty, ranging from assistant, to senior instructor, to associate professor, and to professor.

Overview of Kazakhstan's Higher Education

Kazakhstan's system of higher education is composed of universities, academies, and institutes, which train bachelor's degree students, specialists, master's degree students, and doctoral students (at the PhD level). Colleges that offer two-year vocational education are not part of the higher education system. Currently, there are 148 higher education institutions in Kazakhstan, and 93 are private. Only 20 years ago, during the epoch of the Soviet Union, the country had only 61 higher education institutions, all of them public (Kalanova and Omirbayev 2009). The enrollment of students over the last decade reflects the massification of higher education in Kazakhstan. Higher education is accessible to wide groups of the population; 43 percent of the age cohort from 18 to 24 years old study in higher education institutions (OECD and World Bank 2007).

to prove his or her teaching proficiency, gain experience, engage in research, publish in scientific journals, and further options. International mobility is not developed, only a few top universities are able to employ foreign faculty. More funding is necessary to raise the level of teaching and research in higher education and to enhance the conditions and financial security of faculty. It is encouraging that the government has recently taken measures to improve the positions of faculty, as this is necessary for sustainable growth and progress of higher education in Kazakhstan—since the academic profession remains to be at the foundation of educational process.

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