

PERSONAL PROVIDED FOR PREVENTION AND PROTECTION OF EDUCATIONAL ACTIVITIES IN THE HIGHER EDUCATION OF UKRAINE

The main regulatory documents regulating the modern procedure of licensing in the field of higher education of Ukraine, as a type of economic activity are: the Law of Ukraine «On Higher Education», the Law of Ukraine «On Licensing Types of Economic Activities», the Law of Ukraine «On Administrative Services» Resolution of the Cabinet of Ministers of Ukraine dated May 10, 2018 № 347 «On Amendments to the Resolution of the Cabinet of Ministers of Ukraine dated December 30, 2015 № 1187».

Thus, according to the legislation of Ukraine, higher education institutions that have the right to carry out licensing procedures for educational services include: institutions of higher education, scientific institutions that provide higher education to secondary (masters) and / or third (educational / scientific / educational-creative) levels of higher education, institutions of postgraduate education, as well as institutions of advanced higher education. In the field of higher education, licensing is subject to the provision of such educational services as: expanding proceedings (initiation and proceedings, increase of the licensed volume), reduction of proceedings (termination of the implementation of a part of educational activity and reduction of licensed volume) of educational activity, as well as professional development, retraining, internship and more.

In accordance with the current Licensing Conditions, staffing requirements to ensure the initiation and implementation of educational activities in the field of higher education are fundamentally important in the process of licensing. Thus, staffing of the corresponding specialty consists of the presence of a project group – for the launch of educational activities and a support group – for the pursuit of educational activities by higher education institutions.

The project team is approved by the order of the head of the educational institution, a group of pedagogical, scientific-pedagogical and / or scientific staff who are responsible for launching educational activities in a specialty at a certain higher level and meeting the qualification requirements determined by the applicable Licensing Terms.

The head of a project team is appointed by one of its members who has a scientific degree and experience of scientific-pedagogical and / or scientific work of at least ten years for an educational-scientific degree of a doctor of philosophy and a master's degree and five years for educational degrees of bachelor and junior bachelor . The project team leader can not manage the other project teams at the same time in the current academic year, except for the management of project teams at different levels of higher education within the same specialty in this institution of higher education.

The specialty group is a group of pedagogical, scientific, pedagogical and / or scientific staff for which the educational institution is the main place of work and has a qualification in accordance with the specialty and which is not included in any

group of the provision of this or that protection in the current semester . In conducting educational activities in the field of higher education, the group is responsible for the implementation of educational programs of one specialty at a certain level of higher education and personally participating in the educational process.

All pedagogical, scientific-pedagogical and / or scientific workers who are involved in the design group and the specialty group must have qualifications in accordance with the specialty and perform at least four types and results of the professional activities applicable to the recognition of the qualifications of the specialty. Qualification in accordance with a specialty is a qualification of a person, confirmed by a document on education or a degree in a corresponding specialty or confirmed by scientific, scientific-pedagogical, pedagogical or other professional activity in the corresponding specialty for not less than seven kinds or results listed in clause 30 of the current Licensed conditions.

Each institution of higher education, which applies for a license for conducting educational activities (expansion of educational activities) in a specialty at a certain level of higher education, is obliged to ensure the staffing of employees in accordance with the requirements stipulated by the current Licensing conditions. Unfortunately, institutions are not always able to meet the above requirements and face a number of issues and discussion issues in the field of human resources provision of educational activities, which results in denial of licensing.

Thus, based on own experience gained during the substantiation of the results of licensing procedures for educational activities in the field of higher education of the National University «Lviv Polytechnic», a number of discussion issues regarding staffing were generalized. Including:

- a higher education institution or its separated structural subdivision (affiliate) does not provide in electronic form all data and information on staffing of educational process to the Unified State Electronic Education Database and does not support them in their current state;
- persons belonging to the project team or group of support are not responsible for their qualifications in accordance with the diploma of higher education or a scientific degree of the specialty which is licensed and at the same time does not perform at least seven types and results of professional activity;
- persons belonging to the project team or group do not work at the main place of employment in the institution of higher education, which is licensed;
- the head of the project team is appointed a person who does not have a degree, but corresponds to a specialty licensed by his education, or works in a higher education institution in a combination of classes;
- the status of the scientific-pedagogical and / or scientific work of the project team leader does not correspond to the applicable Licensing requirements;
- the project team does not indicate who is its head and whether it is at all;
- one person in the group of support fix more than five academic disciplines;

- during the formation of the group of support, when calculating the shares of those with academic degrees and / or academic rank there are errors of arithmetic or methodological nature;
- in the group of support, teachers who, in their higher education or scientific degree, do not correspond to the discipline that is assigned to them;
- information on scientific activity (main publications in the direction, research work, participation in conferences and seminars) of the personnel of the project team does not correspond to the licensed specialty;
- information about the teacher's advanced training is not provided in full (for example, they do not prescribe the name of the institution, the type of document and the date of issue, as well as the topic under which the instructor was in advanced training).

In addition to the above, there are other discussion issues regarding the provision of staffing for the initiation and conduct of educational activities in accordance with the applicable Licensing Requirements.

Thus, the author systematized and streamlined the personnel requirements for the initiation and implementation of educational activities in the licensing process in the field of higher education in accordance with the applicable Licensing Requirements. Also, on the basis of their own experience, there are generalized separate discussion questions regarding staffing during the licensing process of educational activities in the field of higher education.

It should be noted that problems in fulfilling the personnel requirements of the Licensing conditions for the provision of educational services in the field of higher education appear because institutions of higher education do not have sufficient quantitative and qualitative composition of pedagogical, scientific-pedagogical and / or scientific workers with academic degrees and academic degrees. Solving this problem is a priority task of almost every institution of higher education in Ukraine.

In the future, the author plans to continue to explore licensing and accreditation system of quality assurance of higher education in Ukraine and its features.

Key words: licensing procedure, personnel requirements, educational activity, institution of higher education.