

ACADEMIC CAREER IN HUNGARY¹

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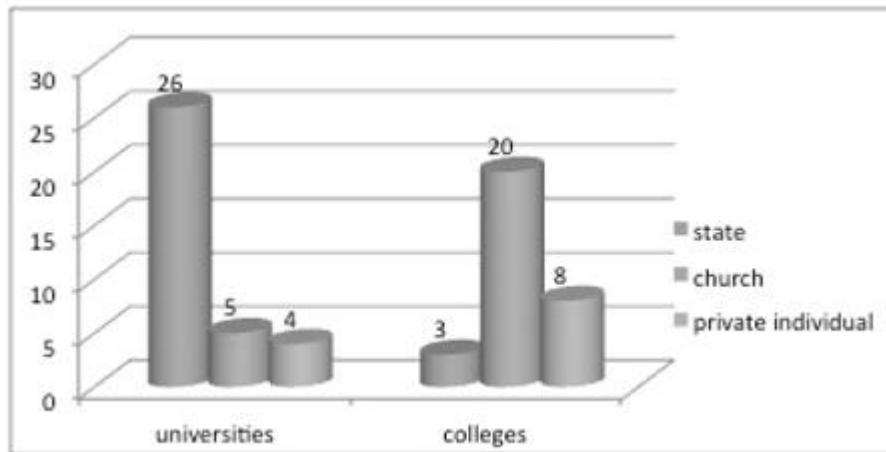
1. THE ORGANISATIONAL BASES FOR ACADEMIC CAREER

1.1. The opportunity for academic career in Hungary is basically connected to the higher education system, however, while discussing this topic, the institutions organized outside the higher education system cannot be ignored. Regarding the latter primarily those public research centres dominate those ones which are related to the Hungarian Academy of Sciences³. The research network of the Academy – consisting of more than 40 institutions – operates by covering all fields of disciplines, and providing their employees with career and promotion opportunities. The basis of the operation of these institutions is primarily not the utilization of the scientific research work from educational aspect but the implementation of research activity connected to state goals. The relationship of the research institutes with the higher education sphere is rather intense, especially with regard to the employees' interoperability.

1.2. Regarding the content and methods of research and teaching, the higher education institutions are independent; their operation is regulated by the Act CCIV of 2011 on higher education (hereinafter referred to as Nftv.), which equally applies to the institutions maintained by the state, the church and private individuals.

³ In Hungary the number and significance of the research institutes outside the universities maintained by the church can be ignored; the research institutes operated by private individuals or organisations, however, concentrate on a single, narrow spectrum of science; they are not relevant regarding academic career.

Figure 1. The institutional composition according to maintainers of the Hungarian higher education 2016.



In Hungary 66 higher education institutes currently operate, whose basic tasks are education, scientific research, and creative artistic activity. Their number in the Hungarian regulation is not limited, nor is it in practice; accordingly, the establishment of an institution in line with the regulation can be initiated at any time; it is subject to adoption by Parliament. The criteria for the higher education institutional quality – among others – are the standing teaching-researching staff; these criteria are met if at least 60% of the instructors and researchers necessary for the basic activity are employed – in case of institutions not maintained by the state – or are public employees (not external lecturers) – in case of state institutions⁴. A Hungarian higher education institution can operate as a university or as a college. As for the instructor-researcher staff, the higher education institution is considered a university – in addition to meeting other requirements – if at least 60% of the instructors and researchers employed within the framework of an employment relationship, or in the status of public service employee have a doctoral degree. (This rate is 45% at the so called university of applied sciences.) Colleges in Hungary are higher

⁴ Nftv. 7.§ (1) (3).

institutions of a more practice oriented type, where at least one-third of the instructors and researchers employed within the framework of an employment relationship, or in the status of public service employee shall have a doctoral degree⁵. Consequently in Hungary one of the indicators of the quality of higher education institution, and the academic career prospects therein – as it is also discussed in point 3 – are linked to the obtained doctoral degree.

2. GENERAL TERMS FOR ESTABLISHING ACADEMIC CAREER AND SPECIAL REASONS FOR ITS TERMINATION

2.1. Besides the exact legal conditions listed below the institution inviting applications may rather decide the regulations on filling in the scientific /instructor posts freely, which mostly apply to the candidate's relationship with educational, scientific and artistic fields, and to the criteria prescribed for, or expected in certain instructor-researcher scope (see point 3).

a) The general terms for employment in Hungarian higher education are that the candidate shall have a clear criminal record, not be under the scope of employment disqualification excluding activity, and shall have the degree and qualification prescribed by the higher education institution⁶.

b) Regarding those working in public higher education, and in the research network of the Hungarian Academy of Sciences – apart from those mentioned previously – Hungarian citizenship is a condition, or the person employed by the institution shall be an immigrant or resident having the right to move freely and the right to reside.

⁵ Nftv. 9.§.

⁶ Nftv. 21.§ (5).

c) In public institutions it is also necessary that there is no prosecution against the applicant for any crime listed in the Act, or the applicant does not undergo coercive treatment due to having committed a crime therein defined⁷.

2.2. The reasons for terminating, or ending an academic career – apart from the general termination of employment – are basically related to the changes that have, meanwhile, been made in the terms of creating the post. Apart from this:

a) in Hungary an instructor or a researcher can exclusively be employed until the age of seventy. Except for the master instructor, the instructor who has not obtained a doctoral degree within ten years of employment cannot be further employed⁸.

b) The leader of the higher education institution can terminate the employment if the instructor has not met the requirements defined by Nftv., in the employment standards and prescribed in the appointment document⁹. This may occur in practice if the instructor, according to his/her scope, has not performed his/her duty on keeping the courses on average of an academic year.

c) In Hungary an instructor may be employed by more institutions of higher education maintained by the state, the church or private individual (parallel employment) at the same time. The instructor can only be taken into consideration regarding the operational terms of the higher education institution (institutional accreditation) exclusively in one higher education institution indicated by him/her, independent from the fact that he/she is employed by more higher education institutions at the same time. Based on the institution

⁷ Act XXXIII of 1992 on the legal status of public employees amended several times (hereinafter referred to as Kjt.) 20.§ (2).

⁸ Nftv. 31.§ (2).

⁹ Nftv. 31.§ (5).

leader's decision the employment of the instructor who, on the basis of his/her statement, cannot be considered in the institutional accreditation procedure, can be terminated¹⁰.

3. ACADEMIC CAREER SYSTEM – POSTS OF INSTRUCTORS AND RESEARCHERS

In the Hungarian higher education institutions the tasks related to education are carried out by those employed in the post of instructor while for individual research tasks a post of scientific researcher can be established¹¹. In spite of the separation of job titles the tasks of the instructors and researchers are in fact interlocked in the scientific life, since the instructors also carry out research tasks and the researchers participate in the teaching activity. The difference in practice lies in the rate of the prescribed teaching-research activity.

3.1. The posts of instructors that can be established in the Hungarian higher education institutions – both in those maintained by the state, private individuals and the church – by providing a career prospect are the followings: assistant lecturer, senior lecturer, college, or university associate professor, college, or university professor, and a new, special category the master instructor¹². Regarding the number of instructor posts applied by the institutions there is no quota in the Hungarian tertiary system¹³. This means that a higher education institution employs as many assistant lecturers, senior lecturers, college/university associate professors, college/university professors, and master instructors as necessary for carrying out its tasks as prescribed by the Nftv. and other regulations, and as many instructors as their remuneration is covered by the budget of the institution.

¹⁰ Nftv. 31.§.

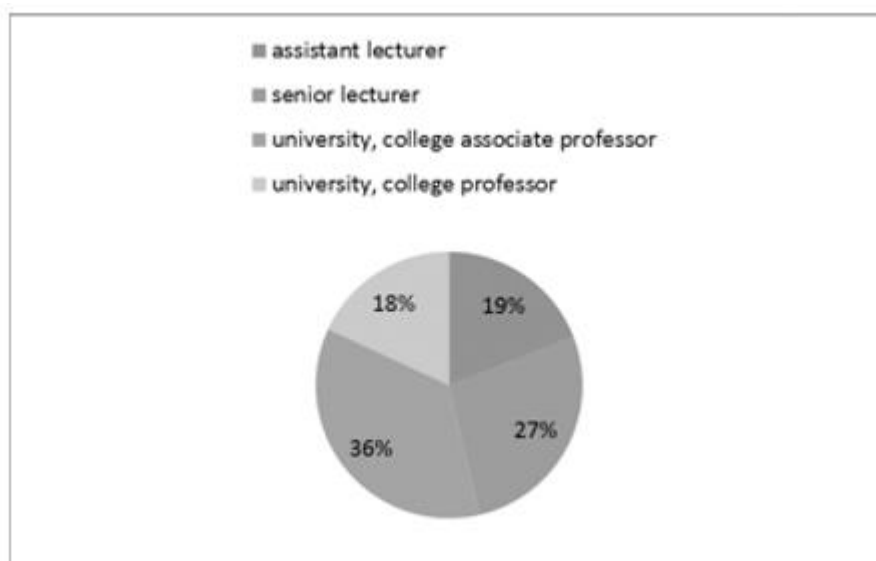
¹¹ Nftv. 24.§ (1).

¹² Nftv. 7. § (1).

¹³ Number of instructors in the Hungarian higher education was approximately 15.000, in 2014.

Consequently the career prospects in the instructor category are rather subjective, since they depend jointly on the instructor (whether he/she has met the requirements, e.g. doctoral degree or habilitation), the economic capacity of the higher education institution (whether the increased remuneration can be covered by the budget), and on the will of the leader of the workplace/institution (whether he/she makes a proposal for the tender for that post).

Figure 2. The rate of those employed in tertiary instructor scopes 2014.



Source: www.oktatas.hu/felsooktatas/felsooktatasi_statistikak

Certain instructor posts can be taken through tender invited and published by the institution. The application terms are determined by the higher education institution in line with the Nftv. and the institutional regulations. In Hungary having a lower level position (for a certain period) is not a condition for accessing to certain tertiary posts. Despite the fact that such situation is rare, this provides the opportunity that if for example somebody meets the requirements prescribed by the Act and institutional regulations he/she can be appointed a university associate professor without having previously been an assistant lecturer or senior lecturer in higher education. At the same time meeting the terms and requirements for a lower post/s is included in the eligibility for a higher post. According to the legal regulation a tertiary instructor is obliged to have – on academic year average – at least 8 teaching hours a week in the post of university or college professor, at least 10 teaching hours a week in the post of associate professor, at least 12 teaching hours a week

in the post of senior lecturer, assistant lecturer and master instructor (lectures, seminars, practices, or consultations for the students to prepare) within his/her working time. Apart from this the instructor is obliged to do scientific research/artistic activity in at least 20% of his/her working time¹⁴. The rate of the teaching/research activity in case of those having the post of an instructor is 80-20%. By observing these frameworks the higher education institution can set the instructor's organisation of working time freely in its own regulation so that e.g. the employer may increase the time spent on teaching by maximum 40%, or decrease by maximum 25%.

a) The assistant lecturer is appointed by the leader of the Institution on the proposal of the senate/faculty council, the highest elected body of the higher education institution/or its faculty. If no stricter regulation is included in the employment standards of the higher education institution, the basic condition for the post of the assistant lecturer is to having started the doctoral studies¹⁵. General requirements for an assistant lecturer:

- thorough preparedness for the scientific/artistic discipline including the subject taught,
- publications at basic level, being able to publish also in a foreign language,
- appropriate pedagogical skills to keep in contact with the students,
- knowledge of the academic life, literature of the discipline, doing research work independently with the leading instructor's direction,
- having the pursuit to develop his/her scientific/artistic creative work original and individual in harmony with his/her instructor activity,
- participating in the professional public life of the institution. The assistant lecturer's activity is continuously viewed by the leading or assigned instructor, who gives a proposal for the appointment as senior lecturer if he/she meets the requirements for the post of senior lecturer.

b) The senior assistant is appointed by the leader of the Institution on the proposal of the senate/faculty council, the highest elected body of the higher education institution/or its

¹⁴ Nftv. 26.§ (1) (2).

¹⁵ Nftv. 28.§ (1) a.

faculty. If no stricter regulation is included in the employment requirements of the higher education institution the basic condition for the post of the senior lecturer – and the posts at higher level – is to obtain the doctoral degree¹⁶. General requirements for a senior lecturer:

- 4-5 years of higher education (teaching, research) experience,
- overall knowledge of the scientific/artistic discipline including the subject taught,
- independent participation in the academic public life, regular publication activity in domestic and international relations, also in a foreign language,
- being respected by students, having correction, analysing and evaluating skills, methodological maturity,
- systematic-organising skill in the interest of the training objectives of the higher education institution, professional cooperation attitude,
- ability to elaborate the program of the subject.

c) The basic employment terms for a college associate professor is that he/she is appropriate for leading the study, scientific and artistic work of the students, and that he/she has the necessary practical professional experience¹⁷. Further general employment requirements for a collage associate professor:

- higher education instructor experience of a longer period,
- continuous content and methodological update of the material of the discipline taught, and leading of such activity,
- directing participation in doctoral training, participation of habilitated associate professors in doctoral and habilitation procedures,
- organising instructor and scientific work.

d) The basic employment terms for a college professor and university associate professor is that he/she is appropriate for leading the study, scientific and artistic work of the students, of those participating in the doctoral training, and of the assistant lecturers, and to give

¹⁶ Nftv. 28.§ (1) b.

¹⁷ Nftv. 28.§ (2).

lectures in a foreign language, and to have the necessary experience obtained in teaching¹⁸. (It shall be noted that several Hungarian universities in their employment standards require a higher level of requirement for the post of university associate professor comparing to the legal regulations, namely the habilitated doctoral degree.) Since the college professor is appointed by the prime minister in Hungary, the condition for the employment of the college professor is that he/she is appointed by the prime minister or that he/she has already had been appointed. The university and college associate professor is appointed by the leader of the Institution on the proposal of the senate/faculty council, the highest elected body of the higher education institution/or its faculty. Further general criteria for college professors and university associate professors:

- a longer period, 10 years of higher education (teaching, research) experience,
- overall knowledge of the discipline including the subject taught and its creative cultivation, necessary preparedness for joining the subject group, compiling the materials of the subjects individually, and giving lectures in a foreign language at a high level,
- scientific and science-organisational activity, representing his/her discipline in the domestic and international scientific life, his/her institution, and the professional representation of the country,
- proactive and directing participation in the institution's professional public life, especially in solving teaching-organisational tasks,
- the instructor is an acknowledged master in the field of the Hungarian science/art, is an individual with his/her own works,
- has intense domestic and international professional-teaching relationship, and professional acknowledgement.

e) The basic employment terms for a university professor is that he/she is a habilitated doctor, or has an equivalent international tertiary instructor practice, and he/she is an acknowledged representative of the given field of science or art internationally who carries out outstanding scientific research, or artistic activity. Based on his/her experience gained

¹⁸ Nftv. 28.§ (3).

in teaching, research and research-organisation he/she is appropriate for leading the study, scientific and artistic work of the students, and those participating in doctoral training, and assistant lecturers; publishes, gives seminars and lectures in a foreign language¹⁹. In Hungary the procedure prior to being appointed as a university professor, which sometimes may last for a year, has many participants. After the university tendering and the senate's decision, the appointment to the post of university professor is initiated by the rector at the supervisory board, or the minister responsible for higher education. Prior to this, he/she has to get the expertise of the Hungarian Accreditation Committee (hereinafter referred to as Body) – as the independent Body operating in the field of higher education and carrying out expertise tasks – in which the Body assesses – among others – the teaching, scientific and artistic results of the candidate applying for the title of university professor. If the rector's proposal and the expertise of the Body are in harmony the minister makes a proposal for the university professor appointment at the head of state²⁰. Further general employment requirements for a university professor:

- has school creating teaching, scientific/artistic and professional works, has teaching and science-organisational experience, and leading skills,
- keeps regular and many-folded contact with the practical activity of his/her discipline, leads the performance of scientific tasks, participates in the work of domestic and international forums, and has professional cooperative skill,
- comparative academic literacy in his/her scientific/artistic field, ideological preparedness and giving lectures and seminars in two foreign languages, language knowledge appropriate for consultation,
- comparative academic and practical knowledge at international level of the discipline taught.

f) For the employment of the master instructor a master degree, at least ten years of professional-practical work experience and the proof of knowledge are necessary, and the

¹⁹ Nftv. 28.§ (5).

²⁰ Nftv. 69. §.

person shall be appropriate for providing the students with practical training²¹.nFurther general employment terms for a master instructor:

- with his/her activity he/she proves his/her knowledge of the discipline including the subject taught,
- he/she has the necessary capability for compiling the material of the subject and for teaching at a high level,
- has teaching experience in higher education or adult training.

3.2. The other direction of the Hungarian academic career is the career opportunity of scientific research. Possible research posts in higher education institutions: assistant research fellow, research fellow, senior research fellow, research advisor, and research professor²². The number of the researchers of these posts, similarly to the instructors, is not limited, those elaborated in point 3.1. can generally be applied to establishing and filling in the post of scientific researcher²³. In the Hungarian higher education those employed in the post of scientific researcher spend 80% of their working time with engaging in the scientific activity of the institution, and as part of their scope participate in the higher education institution's activity related to teaching²⁴. Compared to the instructors the rate of the teaching-research activity of those in the post of researcher is reversed, namely 20-80%. In case of scientific researchers the minimum working obligation is not stipulated by law as it is in case of the instructors, namely the lower limit of the obligatory teaching hours per week. Consequently the regulation on the working obligation can be freely made by the higher education institutions. The data of the scientific researchers' scientific research activity results – similarly to those working in the post of instructor – must be registered in

²¹ Nftv. 28.§ (6) instructor post introduced in September 2015.

²² Number of researchers in the Hungarian higher education was less than 2000, in 2014.

²³ Source <http://www.kormany.hu/download/d/90/30000/fels%C5%91oktat%C3%A1si%20koncepti%C3%B3.pdf>.

²⁴ Nftv. 33. §.

the database of the official registry of the Hungarian research results²⁵. Everybody employed in the scientific research post is appointed by the leader of the Institution on the proposal of the senate/faculty council, the highest elected body of the higher education institution/or its faculty following the usual tender procedure in public sphere.

a) General employment terms for an assistant research fellow:

- master degree or equivalent qualification,
- legal relationship of doctoral candidate,
- individual creative research activity,
- teaching, seminar leading skills.

b) General employment requirements for a research fellow:

- doctoral degree,
- some years of successful research, teaching practice,
- foreign language knowledge at such level that he/she can take part in professional debates, can give lectures in his/her field.

c) General employment terms for a senior research fellow:

- a longer period of successful research, teaching practice,
- capability to lead the research work of the students and academic recruits,
- intense domestic and international relationship on the basis of his/her individual research practice,
- regular activity in domestic and international professional public life
- overall knowledge of his/her discipline, its creative cultivation, development,
- significant participation in elaborating the tasks of the higher education institution, in directing and controlling their implementation.

d) Employment requirements for appointing research advisors and research professors:

- school creating teaching, scientific and professional works, teaching and scientific-organisational experience and direction skills,
- overall knowledge, creative cultivation and development of his/her scientific major,

²⁵ www.mtmt.hu.

- regular and intense relationship with the practical field of his/her scientific/artistic discipline, directing scientific task performance, joining tender group activities,
- professional representation of his/her institution in the field of science/art,
- helping directly or indirectly the university teaching-educating work in a proactive way, participation in doctoral training and habilitation procedures.

4. ACADEMIC EVALUATION SYSTEM

The Hungarian academic evaluation system is currently trigeminal; it consists of one degree and two academic titles built thereon. The universities are exclusively entitled to carry out the procedure of doctoral degree and habilitation; the academic doctoral degree can be obtained within the framework of the Hungarian Academy of Sciences.

4.1. The only doctoral degree that can be obtained in Hungary is the Doctor of Philosophy (PhD). In public university education it is subject to, among others, the accomplishment of doctoral school studies of 6 semesters (8 semesters from 2016), passing the PhD comprehensive examination, submitting the dissertation and its defence (within the framework of degree procedure). Based on the candidate's previous scientific performance – according to the decision of the university – he/she may prepare for obtaining the degree individually (individual preparation). The doctoral degrees are awarded by the doctoral committees of the universities. In Hungary arts graduates, theologians, scientists, lawyers, engineers, economists, doctors and vets can obtain PhD. The PhD equivalent in music, fine arts, and arts and crafts is the DLA (Doctor of Liberal Arts), which is different only in its name. In the Hungarian practice the doctoral degree is the prerequisite for the posts of senior lecturers, – and at higher level – instructors, and research fellows, and for the rate of the instructors having doctoral degree among all the employed instructors as regards to the university and college quality of the higher education institution²⁶.

²⁶ See under point 1.

4.2. Habilitated doctor is the academic title following the doctoral degree. During the habilitation the instructor having a doctoral degree, by having two public lectures – in a foreign language – before the habilitation committee, and an audience usually consisting of university student testifies his/her teaching suitability, and proves the results of his/her creative scientific work carried out after having obtained the doctoral degree. The habilitation procedure can take place at the earliest within 4-5 years after having obtained PhD. It is different by disciplines within how many years habilitation takes place after having obtained PhD: in case of sciences it usually takes a shorter period of time, while in case of human sciences it takes longer. The habilitation requirements are different by disciplines and universities. The general terms for habilitation are the monographic work done after having obtained the doctoral degree and the quality and quantity of appropriate professional publications in domestic and international journals. Habilitation procedure can only be carried out in the disciplines in which the given university is entitled for doctoral training and awarding doctoral degree. The university habilitation committees of the disciplines are entitled to carry out the procedure and award the obtained habilitation.

This second element of the academic evaluation system is in practice not a necessary title for those working in the research institutes as the habilitation originally examines the quality of teaching, and there is no teaching carried out in the research institutes. The habilitated doctoral degree is the statutory condition for the post of the professor in the Hungarian higher education, but as I have mentioned previously several universities prescribe it as a criterion for the employment of the associate professor.

4.3. The doctor of the Hungarian Academy of Sciences (Doctor Academiae Scientiarum Hungaricae, DSc) is the highest level of the academic title to be obtained in the academic procedure which is subject to scientific performance. The title of the Doctoral Council of the Academy can be awarded to the person with an outstanding academic performance who:

- is a Hungarian citizen, or a foreigner whose works is proved to be related to the Hungarian science,
- has a doctoral degree, since the attainment of which at least 5 years has elapsed,

- elaborates an outstanding scientific research works acknowledged by reputable domestic and international circles of his/her discipline, which gives rise to significant resonance,
- has improved the discipline and area of expertise with considerable original scientific result following the attainment of the doctoral degree thus contributing to the further development of science,
- participates in the domestic academic public life,
- summarizes his/her scientific results in a doctoral work²⁷.

Only those can be the member of the Hungarian Academy of Sciences who have been awarded Doctor of the Academy title.

5. REMUNERATION OF THE ACADEMIC SPHERE

5.1. In public higher education and research institutions the instructor and researcher's salaries – as that of the public service employees – together with all other public employees – are set by law and government decree²⁸. Their guaranteed salary is the minimum which the higher education institution is obliged to pay the employee of that post. The universities and colleges can only divert from this statutory minimum in a positive direction but regarding the underfinancing of the Hungarian higher education system there is hardly any example of this.

²⁷ Doctoral Rules of the Hungarian Academy of Sciences 1.§ (1).

²⁸ Annex 2 of Kjt. and Gov. decree 395/2015. (XII. 12.).

Table 1. Guaranteed salary of the lecturers and researchers in higher education 2016. (Euro/month)²⁹

post	Grade 1	Grade 2	Grade 3	Grade 4
assistant lecturer	600	648	-	-
senior lecturer	810	810	861	-
associate college professor	894	942	990	-
associate professor	1135	1184	1232	1379
college professor	1217	1265	1314	1460
university professor	1623	1671	1719	-
master instructor	827	876	-	-
assistant research fellow	648	-	-	-
research fellow	810	-	-	-
senior research fellow	1135	1184	1232	-
research professor, research advisor	1623	1671	1719	-

In public institutions the posts of assistant lecturer and master instructor are divided into 2 grades, the posts of senior lecturer, associate college professor and university professor, and senior research fellow, research professor and research advisor are divided into 3 grades, the posts of associate professor and associate college professor are divided into 4 grades. The salary grade must be defined on the basis of the period the instructor and researcher spent in the higher education and research institution in the given post (except for grade 4 as in these two cases the 'grade leap' is subject to habilitation and the compliance with other terms prescribed in the university regulation). The instructors and researchers employed in public institutions, if they comply with other statutory and university terms, must be classified in higher grade³⁰ as follows:

²⁹ Gross sums effective of January 2016, calculating with the currency of 310 Ft/Eur. The sums are expected to increase by 5-5% in 2017, and 2018.

³⁰ Kjt.79/D §.

- in cases of university professor, college professor, research professor and research advisor after having spent five years in the given post in the previous grade,
- in cases of associate professor, associate college professor, senior research fellow and research fellow after having spent ten years in the given post in the previous grade,
- in cases of assistant lecturer and master instructor after having complied with the prescribed institutional terms.

In institutions maintained by private individuals and the church the instructors' salary is subject to negotiation, however, it is usually higher than their colleagues' salary employed in public institutions.

5.2. The work of the doctors of the Hungarian Academy of Sciences who live in Hungary is acknowledged by monthly honorarium for their scientific performance and public body engagement paid by the Academy, which those bearing the title are entitled to for life once it has been awarded. It is gross €290 per month in January 2016³¹. The president of the Academy withdraws/suspends the payment of the honorarium if the court in final judgment attributes criminal-law liability to the entitled for having committed a crime and the entitled is under imprisonment, or convictions and disqualifications³².

6. SITUATION ASSESSMENT

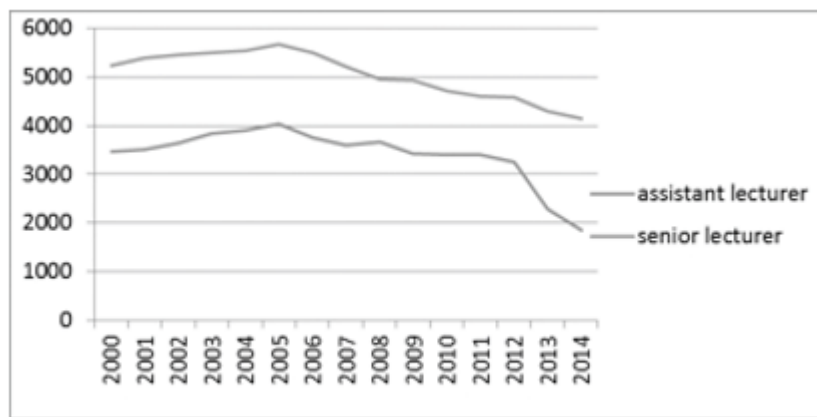
Following the public law system change the Hungarian higher education system is still struggling with numerous problems and challenges. Primarily the reason for this is that in the last 25 years the professional and political minimum consensus has failed to be established regarding the structural and operational regulation and financing of the sector. With regard to the instructor-researcher staff it is reflected in the lack of their financial and moral respect. The unpredictable working requirements which change by some years, the

³¹ Gov. decree 4/1995. (I.20.) 13.§ (1).

³² Act XL of 1994 on the Hungarian Academy of Sciences 8. § (3), 8/A. § (1)

decline in quality due to mass higher education, or the exuberant administration – besides low salaries – created a situation due to which the ‘academic world’ is not an attractive perspective for the young instructors and researchers. The situation has accurately been reflected in the radical decrease in the number of assistant lecturers and senior lecturers in the last 15 years, while the number of students after the initial increase today by and large equals to the data collected at the turn of the millennium.

Figure 3. Change in the number of assistant lecturers and senior lecturers between 2000 and 2014.



Source: www.oktatas.hu/felsooktatas/felsooktatasi_statistikak

The governmental strategy of “Changing Gear in Higher Education”³³ aimed at establishing an internationally also competitive Hungarian higher education in 2015. In order to achieve this, the plan includes – among others – the elaboration of the tertiary instructors’ performance appraisal, the introduction of a performance centred career system, and the creation of a competitive remuneration. In order to increase the effectiveness of the tertiary research-development-innovation role the government’s objective is to increase the number of the university researchers by 50%. To lay the foundation for this it is necessary to transform the current PhD training, which they seek to achieve by extending the training

³³www.kormany.hu/download/d/90/30000/fels%C5%91oktat%C3%A1si%20koncepti%C3%B3.pdf.

period from 3 years to 4 years, transforming the teaching-consultative nature of the training, decreasing administrative burdens, and as regards to the financing system by introducing the doctoral scholarship. As an effect of all these measures the government expects the increase in the number of those participating in the doctoral training, and obtaining the doctoral degree, which then can be the basis for the planned increase in the number of higher education researchers. Despite the strategy the amendment of Nftv. effective as of September 2015 further increases the assistant lecturers and senior lecturers' workload, which despite the remuneration of the instructors and researchers increasing by 15% further strengthens the lack of prospect in higher education, and encourages young instructors and researchers to drop out. All this – by focusing only on the situation affecting one part of the staff in higher education – causes unequivocal quality deterioration in the Hungarian higher education, thus indirectly in several fields of state and social-economic life.