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Saudi Higher Education Reality and Prospects: Evaluating Careers' Dimensions of University Teaching, Scientific Research and Community Service Northern Border University as a Model

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Abstract

Background/Objectives: Study shed light on careers in Saudi universities through evaluating the current reality, dimensions, and impact on employees. **Methods/Statistical Analysis**: The study has adopted descriptive analytic approach by exploring previous perspectives and by using a questionnaire designed specifically for the purposes of this study. The study examines three axes, namely, university teaching, scientific research, and community service, with variable of gender, academic level, experience, college, and job, sampling 70 faculty members at the Northern Border University. **Findings:** From this, it was concluded that no significant statistical relationship between current realty of university careers and the three axes within all examined variables, but there is an impact of job title for deans only with university teaching and scientific research, but no impact in community service. **Application/Improvements**: Finding showed deans are controlling a huge amount of managerial work that requested from faculty members, for teaching and scientific research, leaving them with less time in serving community.

Keywords: Careers, Community Service, Higher Education, Scientific Research, Saudi Universities, University Teaching

1. Introduction

The various educational methods adopted by its Universities and other institutions of higher education led decision makers in the Kingdom of Saudi Arabia to move toward the development of a long-run strategic plan. Training in and qualification for the national competencies is an important issue in promoting the march of comprehensive development in all fields of life in the Kingdom. Thus it becomes important to study educational process axes and components using a careful scientific perspective in order to develop human resources, increase the effectiveness and efficiency of the education system and make positive contributions to society, such as improved training, development and scientific research. With the increase in the number of universities from eight to 28, the employment systems that focus on attracting the national competencies have developed along with the means for their assessment; careers in Saudi universities have been divided into academic, administrative and technical, which give a certain attribute to each job title.

For instance, Northern Border University has four branches, more than forty departments, more than 15000 students, 720 academic members and is a regional school drawing from 1/5 of the land area of Saudi Arabia. This diversity thus provides sufficient scientific space for researchers interested in conducting field studies and statistical surveys to examine and assess the current reality of these careers and their impact on the higher education system in the Kingdom.

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2. Theoretical Framework

For the first time, the Saudi education system—the only Arab system—has been rated one of the top fifty educational systems in the world (28 out of 50), with a competitiveness value of 52.3%, ranking with the most prestigious education systems of many countries[1]. Higher education provides a suitable environment in the different fields of sciences, presents a cultured generation able to meet the requirements and the needs of the sectors of society and supports an atmosphere of creative scientific research that is able to contribute in multiple ways to solve the problems facing the community[2,3]. Higher education contributes to the growth and development of components of the society that promote ways to solve various problems[4-6]. In spite of the constant resources and attention provided to university education in the Kingdom as indicated by[6], and the increased development processes, higher education faces a number of problems and obstacles hindering its completion. [7] and [6] recommended the need to re-examine the structure and components of the academic institutions (both sections, men and women) to guarantee the powers delegated to their employees to achieve the objectives of the tasks assigned to them. Higher-education institutions have great responsibilities, including providing education and supporting scientific research to serve the community[8]. It is clear that the efforts that have been made to develop these institutions have focused mostly on quantitative ahead of quality aspects, so the most recent strategic plans of universities in most Arab countries have sought to improve the quality of higher education. Furthermore, the operational plans have aimed to raise the efficiency of education and improve its effectiveness to be consistent with the requirements of the labor market[9].

The university is a social institution, as indicated by[10], created by the community to serve various purposes such as being an affecting institution through the types of careers at the university and their assigned tasks. [11] indicated that the close relationship between the university and the community imposes a need to conduct changes in the community by the university through its structure, careers, programs and research. Specialists state that there are three objectives for the university, as indicated by[12-16]: First, cognitive goals that are associated with knowledge, storage or development and production; Second, economic objectives that work to develop the economy of the society and serve the local community with employees and expertise; and Third, social objectives which work on the stability of the society facing many social problems. These social objectives include providing the community with trained manpower whose training allows them to link quality scientific research to the problems of the local community, explain and publish their research results and conduct a comprehensive environmental research that addresses some of the overlapping problems. [17] indicates that the process of investing in knowledge-producing human capital is a critical factor in shaping the future of the community and its members. [18] states that universities must undergo 'cognitive development', which contributes to society through the creation of methods and tools to get, store, retrieve and analyze knowledge, the university's strength.

Confirming what has been mentioned, the establishment of the Ministry of Higher Education in the year 1395AH is a manifestation of a shift in the view toward university education in Saudi Arabia. All universities are linked to the Ministry, but enjoy a great deal of autonomy in the administrative and academic fields. [11] has pointed out that higher education in Saudi Arabia, like many other similar education systems in most countries of the world, faces many challenges represented particularly by high demand and maintaining the absorptive capacity of its institutions with increases in population and the geographic dispersion of the population growth.

[7,14,19] and [20] showed that rapid global changes led to the growth of employment in new specialties after the signing of the GATT agreement in the WTO, all of which affected the objectives and careers of higher education. [21] indicated that modern higher education systems require the development of academic staff capabilities in organizing the curriculum, improving the learning experiences and using modern teaching techniques. [22] indicated that the university education has two functions: university teaching and research. Teaching in all its forms is the most important career of the university. [16,23,24] indicated that with the development of society, the responsibility of the university has widened to prepare leadership cadres in various specialties, teach different professions, as well as pursue scientific research to resolve the fundamental problems facing the community. Accordingly, careers at the university were divided by[13] based on their tasks into three main kinds, namely: university education, scientific research and community service. The function of university education becomes important to transfer and disseminate knowledge, the

function of scientific research becomes important for the production of knowledge and increase its size, and finally community service's important function is to apply and employ knowledge.

As a result, the careers in higher education must be transformed from emphasis on traditional teaching skills to the use of effective teaching and active learning strategies based on the development of student skills in multiple types of education: self-education, mass education, lifelong learning, and the use of science and e-learning systems and other strategies[25]. [26] focused on Information and Communication Technology (ICT) in learning and found out that students' concentration extended by ICT implementations and devices [20] and [27] focused on the need to develop the scientific and educational competencies of faculty members to spread the culture of development of education, contribute to the development of the Strategic Plan of the University, organize the training needs of the university employees and take advantage of modern technology.

In the field of scientific research, [28] showed that scientific research is an old and renewed obsession for different countries with varied national revenues and cultures; higher education is the central forum for the interaction of researchers and the advancement of scientific research. By virtue of the unexpected development in higher education and the spread of universities in all area[29] clarified that ambitions have grown for the development of the scientific research, demand for which has increased in different society sectors of production and service; this drove the Saudi universities to the most prominent place in the list of institutions involved in scientific research, such as funded research programs.

The third type of career; community service, has undergone major transformations in all parts of the world because its ultimate role is still unclear. This career entails identifying the needs of individuals and institutions in the community and setting the programs and activities that meet such needs through higher education institutions. [30] pointed out that higher education allows each individual to determine his fate and also allows for growth in all countries, since producing knowledge to the local and international community and increased productivity in knowledge industries is a source of growth. The university is a model, as referred by[31], of an environmental system that includes thinkers searching for new ideas that contribute to the progress of the society; to achieve this, universities should enlighten the community about what is happening in the field of education and provide suggestions and solutions to community issues and problems.

Following the track of Saudi universities, [14] found that there is a slow pace in the development of the educational programs, inability to achieve the community demands by the university programs because of their constant variety and diversity and the lack of graduate professional and technical programs in the areas required for the job market and the community service. On the other hand, it is noted that the university is unable to perform its three functions in a balanced manner. Therefore, the establishment of university agencies for postgraduate studies and direction for funding scientific research come from two aspects: the current reality, and the future outlook, so a research center has been established in each faculty to take care of studying the problems in each area of specialty and setting proper solutions. On the other hand, the establishment of the Agency (The Scientific Research Center) came as an important complement to the requirements of the scientific research, considering it as a training program to prepare scientists and researchers[32].

From here, came the idea of this study, which is to examine the current reality and prospects of the careers in higher education at the Northern Borders University, in the university education, scientific research, and community service, to determine the strengths and weaknesses "if any", enhancing the positive aspects, and address the aspects that need to be improved.

3. Previous Studies

After an in-depth review of previous studies, the findings show the functional power of the faculty member in performing his duties in a way that serves his cognitive and behavioral skills on one hand and shows his ability to transfer knowledge and expertise to the graduate showed an increase in the number of the faculty members of these colleges in addition to the presence of concrete and effective contributions to providing greater opportunities in the number of admissions for the members of the northern border area community. [33] showed that the use of computers by the faculty members does not reach a high level and recommended training the faculty members at the university in line with the requirements of the education system and e-learning. [34] and [35] shed light on many international and Arab experiences in the development of the performance of

faculty members in order to reap increased benefits in Saudi higher education; the most important of which is that the Gulf and the Arab interest in developing the staff academically is still very minimal. [36] concluded that there is a state of imbalance and mismatch between the education outputs and the needs of the labor market. [37] reached several results, such as the lack of a database of specialized labor market needs or of the distribution of students on different specialties, as well as the inability of higher education curricula to achieve a harmonization of the skills, abilities and experiences of graduates with the requirements of the private sector with regard to workers and technicians. [38] tried to answer the question: "do academics benefit from university training?" The results of this study confirmed the achievement of the desired training in improving faculty skills in teaching and research and in interactions with students. [39] indicated that the performance of the faculty staff in higher education can be improved if they have a long-term desire in applying and improving quality.

In the field of scientific research, [40] conducted a study that aimed to highlight ways to advance scientific research in graduate studies in Saudi universities to meet the requirements of development. The findings suggested that there are financial, technical and organizational obstacles that limit activating the movement of university scientific research, obstacles and difficulties in cooperation between the universities and various sectors of development in the field of scientific research, but a possibility of getting rid of the obstacles of the university scientific research by finding moral and material support to activate the scientific search movement. [41] aimed to measure the impact of the application of performance indicators to teaching and research activities to the current realities of higher education, and found an increase in pressures to focus on the activities that are measured through the performance indicators in the areas of teaching and research. It is evident from the findings of this study that scientific research has occupied a higher priority with regard to teaching.

In terms of community service, [42] concluded that the teaching processes of the academic staff should be integrated with the needs of students and the tasks of their departments and universities. [43] found that students friendship; even inside university among study years considered as an important factor in their involvement into social activities. [44] explained how the university also contributes to the welfare of the community through strengthening its educational, national, professional and cultural potential. [45] recommended developing new formats for university education in light of the digital informatics culture including: linking higher education to the production sector, adopting open learning and distance education systems, focusing on the adoption of e-learning by universities, getting access to the pattern of producing universities, developing the so-called environmental universities that meet the needs of the local community. [46] also advocated developing some alternative images of the universities in the future to comply with the e-learning applications, research production and the local and global community service. [41] concluded that Arab higher education had moved away from the problems of the community, having a low level of research as well as studies that are not linked to the needs of the community, and the inability of higher education in the Arab world in preparing individuals to confront future variables and challenges. In the case of the Northern Borders University. [24] concluded that its contributions towards the community in the areas of cultural and social development are moderate in some contributions, and weak in others.

Based on the above, it is clear that the Saudi universities seek to achieve the policies of the Ministry of Higher Education through preparing research and studies, reports, and comprehensive assessments to enhance the ability of universities to achieve their entrepreneurial objectives both within the university through supporting and developing faculty and staff careers and preparing qualified human resources, promoting scientific research and linking it with local community issues, and strengthening community partnership through building a complementary structural relationship with the local community.

4. Methodology

The study was based on the application of the analytical descriptive approach through:

- an analytical review of previous research and studies and relying on these theoretical results to form a knowledge framework that includes the majority of the viewpoints of the researchers in this field; and

- using the questionnaire in the data collection process from the perspective of the faculty members as the study tool.

4.1 The Limitations of the Study

The study includes the human, spatial, and temporal limitations as follows:

- Human limitations: This study was limited to studying the faculty and staff opinions at the Northern Borders University according to the variables of (gender, type of faculty, academic rank, and years of experience).
- Spatial limitations: the Northern Borders University in the northern border region of Saudi Arabia.
- Temporal limitations: This study was applied during the academic year (2014–2015).

5. Hypothesis

The study was based on the following main hypothesis:

Hypothesis: There is a statistically significant, measurable relationship that shows the current reality of careers in the Saudi universities within the axes of university teaching, scientific research, and community service belongs to the variables (gender, academic level, experience, college, job) at the statistical value of $\alpha \leq 0.05$.

5.1 The Following Sub-Hypotheses Stem from the Main Hypothesis

(i) There is a statistically significant relationship that shows the current reality of careers in Saudi universities according to the axis of the university teaching variable (gender, academic level, experience, college, and job) at the statistical value of $\alpha \leq 0.05$.

(ii) There is a statistically significant relationship that shows the current reality of careers in Saudi universities according to the axis of the scientific research variable (gender, academic level, experience, college, and job) at the statistical value of $\alpha \leq 0.05$.

(iii) There is a statistically significant relationship that shows the current reality of careers in Saudi universities according to the axis of the community service variable (gender, academic level, experience, college, and job) at the statistical value of $\alpha \leq 0.05$.

6. Statistical Framework

The results of this study are in some part determined by the honesty and objectivity of the responses of the members of the sample to the tool items found in the questionnaire. The questionnaire measured the current realities and prospects of higher education at the Northern Borders University in the areas of teaching, scientific research, and community service from the perspective of its faculty staff, as well as the procedures used to collect and analyze the data, including the stability of the study tool. 'Virtual honesty' was tested through presenting the questionnaire to a number of arbitrators chosen from the faculty members who were specialized in the field of this research. Formal amendments were done after collecting the questionnaires and this helped to confirm the sincerity of the tool and the responses.

This part explores the results of the study in terms of teaching, scientific research, and community services. The responses of participants have been summarized by calculating the mode, and have been distributed based on a likert scale from (1: too little, to 5: biggest).

6.1 The Analysis was Conducted as Follows

Respondent viewpoints on axes were been analyzed by calculating the mode of their responses inside the axis, then identifying the paragraphs of highest scored mode and lowest scored mode respectively, which makes it possible to verify the deviance and enhancement criteria, to design suitable recommendations.

Analyzing respondent viewpoints by axis, by calculating the mode of the axis based on the mode of responses for every respondent of each paragraph then using the variance mathematic analysis to verify the variance of the study variable (gender, academic level, experience, college, and job) at the statistical value of $\alpha \leq 0.05$.

6.2 Study Sample

This study has been conducted based on the study percent sampling which is 70 respondents divided between females and males equally; 10 deans (14.3%); in terms of academic level 11 were professors (15.8%), 19 associated professors (27.1%), and 40 assistant professors (57.1%). Based on experience, the sample divided as 23s members with less than 5 years (32.9%), 16 member with 5 to 10 years' experience (22.9%), and 31 members with more than ten years' experience (44.2%). In addition, the respondents' distribution within colleges was 29 members

of scientific colleges (41.4%); and 41 members of other colleges (58.6%). See Table (1).

Table 1. The main characteristics of the sample

Variable	variable categories	Number	Percentage (%)
Job Title	Dean	10	%14.3
	faculty staff Member	60	%85.7
	Total	70	%100
Sex	Male	35	%50
	Female	35	%50
	Total	70	%100
Academic Rank	Professor	11	%15.8
	Associate Professor	19	%27.1
	Assistant Professor	40	%57.1
	Total	70	%100
Experience	Less than 5 years	23	%32.9
	From 5-10 years	16	%22.9
	More than 10 years	31	%44.2
	Total	70	%100
Faculty	Scientific	29	%41.4
	Humanitarian	41	%58.6
	Total	70	%100

The sincerity of the study tool was tested by calculating (Cronbach alpha) coefficient of the axes of the study, which all exceeded (0.7), which promotes the study's reliance on the results of the questionnaire answers, as in Table (2).

Table 2. Cronbach alpha coefficient for the axes of the study

Axis	Cronbach
University Teaching	0.96
Scientific Research	0.97
Community Service	0.97

6.3 Statistical Analysis

Based on the research axes used as factors of the study: university teaching, scientific research, and community service, the views of the participants in the study were revised by calculating the arithmetic mean. Here are the main results.

1. University teaching: Applying the variance analysis to define the variables, which have the statistical impact in forming respondent perspectives in visualizing the fact of teaching axis, the results showed a positive value of (dean/academic member) with statistical value of (0.01), while they were less present as expected. See Table (3).

Table 3. Analyzing the multi-variance of variables impact teaching careers axe evaluation

variable	variable types	mode	statistical value
job	dean	3.08	0.01
	academic member	3.62	
gender	male	3.61	0.146
	female	3.48	
academic level	Professor	3.69	0.93
	Associated Prof	3.54	
	Assistant Prof	3.5	
experience	less than 5 year	3.67	
	5-10 years	3.65	0.27
	more than 10	3.4	
college	scientific	3.65	0.433
	art	3.46	

The first hypothesis concerning the axis of university teaching was examined, namely: "There is a statistical significance showing the current reality of careers in Saudi universities with the axe of the university teaching" by calculating the arithmetic means of the answers to the axis of university teaching. The results showed that the following items achieved high arithmetic means demonstrating an impact on the university. The items include:

"the university teaching at the university aims to deepen the students' pride in their heritage and Arab and Islamic civilization," "the university programs and specialties are consistent with the education policy in Saudi Arabia," "the faculty staff treat their students professionally despite their different personal traits" and "the faculty members' qualifications match the requirements of the courses at the university."

It is clear that the following items did not achieve high levels: "the university has a comprehensive database of all the teaching, administrative and financial activities", "the learning outcomes are consistent with the local and international accreditation standards", "the University has a plan for the professional development of its employees

Table 4. The axe of university teaching (part 1 of the questionnaire)

item number in the distributed questionnaire	item order	item order item	arithmetic mean	standard deviation
23	1	the university teaching at the university aims to deepen the students' pride in their heritage and Arab and Islamic civilization.	4.07	0.86
1	2	the university programs and specialties are consistent with the education policy in Saudi Arabia.	3.97	0.66
30	3	the faculty staff treat their students professionally despite their different personal traits.	3.87	0.95
21	4	the faculty members' qualifications match the requirements of the courses at the university.	3.83	0.83
3	5	the university has a plan to develop the e-learning system to suit different academic programs.	3.80	0.77
2	6	the university determines the standards and qualifications of recruiting faculty members to meet the university's vision, mission and goals.	3.79	0.85
24	7	the University sets a balance between the theoretical and applied specialties according to the labor market needs.	3.79	0.76
31	8	the faculty members master the academic guidance skills of the students.	3.71	0.90
32	9	the faculty staff members use enrichment methods to improve the performance of students in the light of the result of the feedback and assessment.	3.70	0.82
17	10	the academic plans has a clear and specific message expressing the vision and the public and private goals of the university.	3.69	0.86
18	11	the university administration is concerned with an appropriate and scientific environment for the success of the educational process.	3.67	0.77
15	12	the university has a plan for the continued development of infrastructure.	3.61	0.91
27	13	the teaching process at the university applies the global standards that commensurate with the values of the community.	3.60	0.95
4	14	the programs are able to develop the scientific thinking and self-learning among students.	3.59	0.81
19	15	the university administration is keen on solving the problems related to the educational process.	3.57	0.81
28	16	the teaching methods at the university develops the ability to dialogue and discuss.	3.57	0.97
14	17	the university set standards suitable for the students' admission in various specialties.	3.57	0.88
33	18	the university encourages the faculty staff to conduct a self-assessment during practicing the teaching process.	3.56	0.85
20	19	the university buildings and services fit the capacity of the student	3.56	1.04
25	20	studying at the university interacts with the teaching and learning methods along with the modern scientific experiments.	3.53	0.91
5	21	the academic programs and accreditation standards at the university are integrated	3.49	0.78
8	22	the university has appropriate rooms and laboratories that are equipped with modern technologies for the study.	3.47	1.13
7	23	the academic activities and programs are consistent with the university strategic plan.	3.43	0.78

12	24	the contents of the programs and specialties meet the silks needed for the labor market.	3.43	0.84
16	25	the university uses an administrative and financial planning system applied in order to develop all the academic and teaching programs at the university.	3.41	0.89
26	26	teaching at the university uses teaching strategies that aim to discover creative and talented students.	3.40	1.01
11	27	the University provides e-learning services through the use of technological resources and modern electronic technologies to support the educational programs at the university.	3.36	0.87
22	28	the university has a specialized center for following up the development of academic programs.	3.33	0.91
13	29	the University provides trainers specialized in training and preparing the faculty members for the e-learning system.	3.33	0.91
10	30	the university has a comprehensive database of all the teaching, administrative and financial activities.	3.29	1.08
6	31	the learning outcomes are consistent with the local and international accreditation standards.	3.26	0.79
9	32	the University has a plan for the professional development of its employees that are consistent with the instructional and academic needs.	3.23	0.95
29	33	the distance-learning techniques through the Internet are employed in the academic programs and specialties.	3.01	1.07
34	34	the university has a mechanism to promote both faculty and staff members to increase their productivity	2.94	1.17
Overall average axis of university teaching			**3.54**	**0.59**

that are consistent with the instructional and academic needs", "the distance-learning techniques through the Internet are employed in the academic programs and specialties", and "the university has a mechanism to promote both faculty and staff members to increase their productivity".

2. The axis of scientific research: applying the variance analysis to define the variables which have the statistical impact in forming respondents perspectives in visualizing the fact of scientific research axis, the results showed a positive value of (dean/academic member) with statistical value of (0.014), while they were less presence as expected. See Table (5).

The second hypothesis related to the axis of scientific research was examined, namely: "There is a statistically significant relationship showing the current reality of careers in Saudi universities with the axis of scientific research" by calculating the arithmetic means of the answers for the axis of scientific research. The results showed that the following phrases have a high impact in the Northern Borders University faculty, namely: "the scientific research plan at the university and the education policy in the Kingdom of Saudi Arabia are consistent with the mission and objectives of the university," "the University offers a complete paper and digital library that has educational resources appropriate with the

Table 5. Analyzing the multi-variance of variables impact scientific research axe evaluation

variable	variable types	mode	statistical value
job	dean	2.75	0.014
	academic member	3.45	
gender	male	3.36	0.552
	female	3.34	
academic level	Professor	3.67	0.489
	Associated Prof	3.21	
	Assistant Prof	3.33	
experience	less than 5 year	3.57	
	5-10 years	3.47	0.174
	more than 10	3.13	
college	scientific	3.51	0.244
	art	3.24	

needs of students and faculty members," "the university has a financial budget to support scientific research and publication," "the University offers global and modern databases, initial sources and scientific references of scientific research" and finally "the university research plan is consistent with its human and financial potential."

However, the following items have a less impact from the perspective of the participants in the study; according to the perspective of the deans, the impact was less than that compared with the faculty members. These items include:

"the University seeks for research grants and fellowships for the faculty members," "the scientific research results are used for sustainable development," "the university welcomes faculty members from other Arab and foreign universities as visiting faculty members," the university markets the scientific research results to the faculty members at the society institutions" and finally "the university contributes to establishing research chairs in the specialties of scientific and humanitarian sciences that serve the scientific research operations at the university." See Table (6).

Table 6. The axe of scientific research

item number in the distributed questionnaire	item order	item order item	arithmetic mean	standard deviation
1	1	the scientific research plan at the university and the education policy in the Kingdom of Saudi Arabia are consistent with the mission and objectives of the university.	3.79	.92
10	2	the University offers a complete ,paper and digital, library that has educational resources appropriate with the needs of students and faculty members.	3.71	.96
17	3	the university has a financial budget to support scientific research and publication.	3.70	.98
4	4	the University offers global and modern databases, initial sources and scientific references of scientific research.	3.67	.91
3	5	the university research plan is consistent with its human and financial potential.	3.60	.87
2	6	the university adopts clear mechanisms to monitor the implementation of research plans.	3.58	.83
12	7	the University encourages the faculty members to contribute in conducting research.	3.56	1.07
13	8	the university adopts financial material to motivate, care and support researchers.	3.51	.99
36	9	the university encourages the faculty members to publish in international scientific journals.	3.50	1.20
11	10	the University provides a regulatory environment that support research, publishing, authoring and translation	3.50	1.11
30	11	the university adopts specific standards for graduate students regarding scholarships	3.49	1.11
5	12	5 the University encourages the faculty members to implement the scientific research related to the development of the society and the needs of the labor market.	3.47	.94
9	13	the University encourages innovative research that opens the modern scientific and applied modern prospects.	3.47	1.11
20	14	the university encourages joint scientific research between the academic departments	3.44	1.14
16	15	the university encourages both research assistants and students to participate in research projects.	3.43	1.08

19	16	the university encourages the scientific research policy through the issuance of edited research and dissemination of scientific literature.	3.41	1.17
31	17	students participate in scientific conferences and symposia.	3.41	1.08
7	18	the returns of the financial allocations spent on scientific research the university.	3.36	.96
14	19	the university offers the faculty members with opportunities to participate in scientific conferences symposia, and workshops.	3.33	1.21
29	20	the University seeks to get international awards for scientific research	3.31	1.08
8	21	the University supports field scientific research with economic returns through various production sectors in the local community.	3.30	1.10
18	22	the returns of the financial allocations spent on scientific research the university.	3.30	.94
15	23	the university benefits from the scientific research outcome to develop the programs of study.	3.24	.92
6	24	the University cooperates with the local and international scientific institutions in conducting joint research.	3.24	1.07
24	25	the University provides equipment and tools necessary for research operations and sets rules that ensure their efficient use.	3.22	1.10
23	26	the University is keen to build and strengthen cooperation with Arab and international scientific research institutions.	3.21	1.11
32	27	students participate in research projects	3.16	1.02
25	28	the university provides a sabbatical for the faculty members to carry out research and research projects at other universities.	3.13	1.13
26	29	the university sends faculty members into Arab and foreign universities for the purposes of the development of scientific research.	3.12	1.21
22	30	there are scientific cooperation agreements between the university, Saudi universities and the other local community institutions in the areas of scientific research.	3.09	1.10
35	31	the scientific research guide graduate students to meet the economic and social development requirements.	3.08	1.10
28	32	the University seeks for research grants and fellowships for the faculty members.	3.06	1.17
33	33	the scientific research results are used for sustainable development.	3.04	1.03
27	34	27 the university welcomes faculty members from other Arab and foreign universities as visiting faculty members.	2.96	1.07
Overall average axis Research			**3.35**	**0.73**

3. The axis of the community services: applying the variance analysis to define the variables which have the statistical impact in forming respondent perspectives in visualizing the fact of community services axe, the results showed there is no positive value of any variables at the statistical value of (0.05). See Table (7)

The third hypothesis regarding the axis of community service was examined, namely: "There is a statistically significant relationship showing the current reality of careers in Saudi universities with the axis of community service" by calculating the arithmetic means of the answers for the axis of community service, where the results showed that the following items have a great importance and impact on the university: "the university cooperates with the local community organizations in the religious and national events", "the university provides study programs

Table 7. Analyzing the multi-variance of variables impact community services axe evaluation

variable	variable types	mode	statistical value
job	dean	2.71	0.111
	academic member	3.2	
gender	male	3.13	0.859
	female	3.12	
academic level	Professor	3.29	0.813
	Associated Prof	3.05	
	Assistant Prof	3.12	
experience	less than 5 year	3.21	
	5-10 years	3.25	0.723
	more than 10	3	
college	scientific	3.31	0.138
	art	3	

for the community around it", "the university specialties and programs meet the needs of students and the community members", "the university has educational programs to prepare the qualified personnel to meet the requirements of development in the community", "the university has a plan to serve the community and develop the local environment", and "the university contributes to hold many physical, artistic and cultural activities for the community".

However, the following items have no impact on the university with no statistical significance for all the variables: "conducting studies related to the negative social phenomena in the society and proposing solutions to address them", "the university allocates a certain percentage of budget for the purposes of community service", "the university holds open days to familiarize the local community with its mission, objectives, facilities and various activities", and "the university adopts creative ideas among the local community members and turn them into productive research projects". See Table (8).

Table 8. The community service axis

item number in the distributed questionnaire	item order	item order item	arithmetic mean	standard deviation
14	1	the university cooperates with the local community organizations in the religious and national events.	3.63	0.93
3	2	the university provides study programs for the community around it	3.33	0.92
21	3	the university specialties and programs meet the needs of students and the community members	3.30	0.81
4	4	the university has educational programs to prepare the qualified personnel to meet the requirements of development in the community	3.28	0.89
1	5	the university has a plan to serve the community and develop the local environment	3.26	1.02
9	6	the university contributes to hold many physical, artistic and cultural activities for the community.	3.26	0.98
20	7	The University educates the members of the community through seminars and lectures	3.23	0.96
16	8	the university has a plan to provide and assess continuing education programs for the members of the local community	3.21	0.94
15	9	the University offers career counseling services for students to join the labor market	3.19	1.03
18	10	the faculty members contribute in providing their expertise and knowledge to the local community institutions	3.14	1.05
13	11	the university holds workshops and specialized training courses to train the local community members with regards to the planning skills for small production projects	3.12	1.13
2	12	the University has specialized centers to serve the local community	3.10	0.99

22	13	the university has a mechanism to strengthen the partnership between them and the commercial, industrial and health sector	3.07	0.89
11	14	the University offers consulting and expertise required by the local community institutions	3.04	1.07
5	15	the university with its facilities and expertise contributes in holding specialized conferences and seminars planned by community institutions.	3.03	1.18
12	16	the University provides vocational training opportunities for workers in the local community institutions to use the modern technology.	3.03	0.92
10	17	the University provides health services to the community members.	3.01	0.96
19	18	conducting studies related to the negative social phenomena in the society and proposing solutions to address them	3.00	0.99
7	19	the university allocates a certain percentage of budget for the purposes of community service.	2.97	1.04
6	20	the university holds open days to familiarize the local community with its mission, objectives, facilities and various activities	2.84	1.14
17	21	the university adopts creative ideas among the local community members and turn them into productive research projects	2.83	0.92
8	22	8 the University offers practical productive projects serving the local community.	2.78	1.08
Overall average axis of community service			**3.13**	**0.76**

7. Results

- The results showed a statistically significant impact of (dean/faculty member) variable only with value of (0.01), but no impact appeared to the rest of variables.
- The results showed a statistically significant impact of (dean/faculty member) variable only with value of (0.014), but no impact appeared to the rest of variables.
- The results showed no statistically significant impact at level ($\alpha \leq 0.05$) for all variables.

8. Discussion

It is clear that the role of the university is not limited to its consistently stereotyped role in the transfer of knowledge to produce graduates able to keep up with the labor market requirements, but it exceeds this role to support the experience and knowledge of its students, employees and academics through the promotion of scientific research skills, and establishing cooperation and integration between the university and the community. University careers are important to universities because of their integration with the rest of the elements of the educational policy elements at the university consisting of the infrastructure, technical infrastructure, curriculum, and students. These cannot have an internal integration without promoting the axes of university teaching, scientific research, and community service, which increases the importance of this study in understanding the reality of university careers and setting a number of recommendations that strengthen its position for the future.

9. Conclusion

It was concluded that no significant statistical relationship between current realty of university careers and the three axes within all examined variables, but there is an impact of job title for deans only with university teaching and scientific research, but no impact in community service. This appears due to the huge amount of managerial work that requested from faculty members in addition to their teaching tasks, by leaving them with less time to work in scientific research. Deans are controlling a work for teaching and scientific research in colleges, leaving all faculty members them with less time in serving community. And enhancing social responsibilities approaches.

10. Recommendations

The University must develop a plan for training it's academic employees that agrees with instructional needs, setting a mechanism to motivate the faculty and staff members to promote their production, for teaching methodologies, and scientific research activities, as well as hold continuous meetings with the members and institutions of the local community to familiarize them with the missions, objectives, facilities and various activities of the university, to raise teaching competency up by enhancing their experience to utilize their managerial time by involving them in teaching tasks and provide them time to increase their ability in scientific research, especially in fields that involved within corporate social responsibilities approaches.

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