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# The Geographical Mobility of Academic Staff in Turkey: The Law Schools Example

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## ABSTRACT

*The geographic mobility of academic personnel in Turkey is discussed in this study. For this purpose, this study takes the law schools as a sample group to analyze the subject. This study is limited with the subject of the research and the purpose is to better understand the status and direction of the geographical mobility of academic personnel at universities in Turkey.*

**Key Words:** *Mobility, Geographical Mobility, Academic Personnel.*

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## ÖZET

### **Türkiye’de Akademik Personelin Coğrafi Hareketliliği: Hukuk Fakülteleri Örneği**

*Bu çalışmada, Türkiye’de akademik personelin coğrafi hareketliliği tartışılmıştır. Bu amaç doğrultusunda, bu çalışmada konuyu analiz etmek üzere hukuk fakülteleri örnek grup olarak ele alınmıştır. Çalışmanın amacı, Türkiye’deki üniversitelerde akademik personelin coğrafi hareketliliğinin durumunu ve yönünü daha iyi anlayabilmektedir. Bu çalışma, araştırma konusuyla ve amacıyla sınırlıdır.*

**Anahtar Kelimeler:** Hareketlilik, Coğrafi Hareketlilik, Akademi Personel.

## INTRODUCTION<sup>1</sup>

Mobility expresses the place, profession and social class change of individuals, groups and societies and it has been observed by all societies that have experienced after the Industrial Revolution.

The migration from the rural areas to urban areas after the Industrial Revolution is an important one in world history. In that era, geographical and professional labor mobility has taken place together. The labor force, in the 19th century, has moved geographically from the rural areas to the urban areas and also taken up new professions in the cities. This change, recorded in detail, has changed Europe and then the world. The centuries-old practice of living in the same environment and adopting the profession of the father had started to change. In the process, population that moved as a kind of geographical mobility started to concentrate in the cities. As a matter of fact, the city of Manchester, which is one of the places where industrialism first started, had a population of 17,000 in 1760 and 180,000 in 1830.

In the process from the Industrial Revolution until today, horizontal mobility, as geographical mobility is also called and vertical mobility, as professional mobility is also called (Zaim, 1997: 53) continues. In practice, it is witnessed that professional mobility goes along with geographical mobility (Zaim, 1997: 53).

As the lack of geographical mobility can mean a lack of economic development, a fast geographical mobility can also be interpreted as an unstable economic structure (Zaim, 1997).

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<sup>1</sup> The Introduction and theoretical background of the study is based on a study by several authors with another sample group. For more info: Tuncay Guloglu, Yuksel Bayraktar ve Ferhat Pehlivanoglu. 2010. Geographical Mobility of Academicians in Turkey: The Case of Economics and Administrative Sciences Schools and Political Sciences Schools, Business Administration Schools and The School of Economics, *The Knowledge Economy and Knowledge Management*, Ed. Ibrahim Guran Yumusak. Istanbul. pp. 513-527.

Economic reason can be put forward as a reason for geographical mobility (Ehrenberg-Smith, 1994: 328). Economic factors, job change opportunities and profession changes can be given as the primary factors motivating people to move around geographically (Ehrenberg-Smith, 1994: 328-329).

There are several factors affecting geographical mobility. One of the most important ones is age. Geographical mobility increases with age. Education also increases geographical mobility. People who get an education at the university level do have trouble finding a job in the rural areas and do migrate to the urban areas as a result (Ehrenberg-Smith, 1994: 330-331). Also, migrating to closer areas is more common than it is to moving to areas far away. If there are family/friends in a certain area, it increases the chances of people moving there (Ehrenberg-Smith, 1994: 332).

Along with the reasons given above, according to the neo-classical model, the most important reason for geographical mobility is the ability to get higher wages. Sometimes, the tendency of the labor force is low in spite of the opportunities for higher wages. The economic cost of geographical mobility is the most important reason for that (Hyclak et al, 2003: 152). This is the most important reason for the high geographical mobility of young people and the low geographical mobility of old people.

On the other hand, the living standards, infrastructure and education opportunities can affect mobility more than wages. The fact that people do not move to certain parts of Turkey in spite of the fact that they get more wages there is proof of this phenomenon.

In Turkey, geographical mobility is quite high today in several levels. In this study, the geographic mobility of academic personnel as a part of geographical mobility will be discussed and analyzed.

## **1. Theoretical Background**

The university heritage in modern Turkey dates back to when Istanbul University was re-founded in 1933. Turkey has 166 universities of which 103 are state and 63 are private.

All of the appointments and promotions at universities in Turkey are done with the Law 2547 and related regulations. Although there are no differences among state universities in Turkey in terms of pay and benefits, there are geographical differences over payment. When appointing new academic staff, universities can have extra criteria in addition to the requirements mandated by the law and the related regulations.

There is geographical and professional mobility between universities in Turkey. It is common for these two kinds of mobility to be experienced together. The factors affecting the mobility of university academic staff are:

1. **Economic Factors:** The high cost of living in the residing city and the lack of extra economic resources to cope with that are the push factors. The low cost of living and the extra economic resources in the target city are the pull factors.
2. **Socio-Cultural Factors:** While the lack of socio-cultural opportunities is the push factor, its plenitude is the pull factor.
3. **The Opportunities of the University:** While the lack of education, health, social and housing facilities is the push factor, its abundance is the pull factor.
4. **Other Factors:** The situation of the spouse, problems in the department, promotion problems, political reasons and other problems can be included in this item.

## 2. A Study into the Mobility of the Law School Academic Staff

### 2.1. Methodology

The study, basically, is based on examining the resumes of academic personnel from the Internet. For the study, the websites of universities have been combed over. The obtained data have been sorted into tables. Three difficulties have been faced at that stage. The first is that the resumes of academic personnel are missing from the website. The second is that the resumes do not contain information required for this study. That is, the information on when the academic personnel have worked at which university in what title are missing or are not clear. Thirdly, the websites of some faculties are not reachable over the Internet. The faculties and hence the universities for which the websites were not accessible were not included in this study. The analysis was carried out only with the healthy data that was accessible.

### 2.2. The Scope of the Study

State universities have been chosen as subject of this reserach. The difficulty of examining the mobility of all academic personnel at state universities have caused the study to be focused on the academic personnel from the schools of law. Among the assistant professors, associate professors and professors have been taken for the mobility analysis. The reason for that is, being a professor is the last step of academic promotion. By applying this technique, the mobility experienced by professors during their assistant professor, associate professor and professor careers would be recorded.

The main sample of the study consists of 183 professors working in the law faculties of state universities. The resumes of 125 professors have been reached while the rest 57 have not been reachable. In the 2010 study of Guloglu, Bayraktar

and Pehlivanoglu<sup>2</sup>, the resumes of 255 professors out of 563 have been reached while the rest 308 have been reachable. The data obtained from this study will be compared with that study which was made with the professors from the economics faculties and political science faculties. In this manner, the mobility of academic personnel from law faculties will be compared with those of academic personnel from economics faculties.

**Table 1 : Access to Resumes**

Academic Personnel Whose Resumes Have Been Reached	Academic Personnel Whose Resumes Have Not Been Reached	Total
125	57	182

Table 1 can be used to assess the Internet usage frequency of academic personnel. While it has been possible to reach the resumes of 68.7 % of the professors at law schools, for the rest 31.3 %, this has not been possible. For the professors of economics faculties and political science faculties, it has been possible to reach the resumes of 45.2 %. For the rest 54.8 %, this has not been possible. At this point, it can be said that, the law school professors are more eager with Internet usage because many of them have business connections with the private sector and it is important for their resumes to be accessible.

**Table 2 : Access to Resumes (Percentage of Distribution)**

Academic Personnel Whose Resumes Have Been Reached	Academic Personnel Whose Resumes Have Not Been Reached
68,7	31,3

It is also not correct to blame the academic personnel for not using the Internet because it is necessary for university administrations to put more emphasis on this issue. Table 3 is based on comparing state universities that have been reached through the Internet with all of the state universities. Currently, there are 103 state universities and this study comprises only the ones that have law faculties. Only 25 universities in Turkey have law schools and it has been possible to reach all of them but in most websites the resumes of the academic personnel have not reachable. Only the nine websites of the law faculties have sufficiently included the resumes of their academic personnel. It has been noted that the websites of newly founded law faculties are not very active.

<sup>2</sup> For more detailed information, Guloglu, Bayraktar and Pehlivanoglu, pp. 513-527.

In the above-mentioned study with the economics faculties, 49 out of 94 websites have been accessible with usable information. In the websites of the rest 45 universities, the website of the related faculty has not been accessible or the resumes of the academic personnel are not featured on the website.

**Table 3 :** State Universities that were Accessible over the Internet

Accessible State Universities	Not Accessible State Universities	Total
25	0	25

Table 3 can show that academic personnel are in a worse condition than university administrations in terms of keeping up with technology.

**Table 4 :** Law School Access from the Web (%)

Accessible State Universities	Not Accessible State Universities
64	36

In the Economics School study done by Guloglu, Bayraktar and Pehlivanoglu, it has been possible to reach 52.1% of state university websites. Among those websites, it has been possible to access sufficient information for about 54.8 % of the academic personnel. From this information, it can be said that the university administrations do not fully embrace the Internet by actively updating their websites on an ordinary basis.

### 2.3. Research Hypotheses

The study is based on three hypotheses:

1. In the pre-professor period when academic promotion is not yet finished, geographical mobility is higher, mainly because of need.
2. Geographical mobility is lower when academic personnel become an associate professor or professor.
3. The third hypothesis is that assistant professors who do not have tenure track position, have higher mobility assistant professors, which do not have tenure, have higher mobility.

## 2.4. The Findings of the Study

### 2.4.1. Academic Mobility According to Academic Title

Assistant professors in Turkey are all contract employees. Their contracts are renewed every 2-3 years. Their job security is limited to that period and this causes stress at the end of the contract. This disables them from making long-term plans and increases geographical mobility. Therefore, it is assumed that geographical mobility is high at this academic level. Associate professors and professors, meanwhile, have tenure. They can make long-term plans and their geographical mobility is low.

**Table 5 :** Mobility Numbers According to Academic Title

	Assistant Professor	Associate Professor	Professor	Total
Number	8	20	24	52

From Table 5, it can be seen that 52 moves taken place at the 25 law schools. Contrary to expectations, the most mobile period has been the period when academic personnel were professors. The moves made by professors are three times those of assistant professors and about 20 % more than that of associate professors. Also, contrary to expectations, associate professors have been more mobile than assistant professors. Of the 52 moves, only 8 of them (15.38 %) have been made by assistant professors. The related percentages can be seen in Table 6.

**Table 6 :** The Percentage Distribution of Mobility According to Academic Titles

	Assistant Professor	Associate Professor	Professor	Total
%	15,38	38,46	46,16	100

It can be seen from Table 6 that almost half of all mobility has taken place during the highest academic level, the professor stage. This could have several reasons:

1. At the highest academic level, administrative posts could be gaining precedence.
2. The newly founded universities could offer attractive opportunities.
3. The psychological comfort of having tenure.
4. Assistant professors have tough associate professor exams. They might not want to move around while they are preparing.

In the economics faculty study done by Guloglu, Bayraktar and Pehlivanoglu, there have been 134 moves in 49 state universities. Again, contrary to expectations, the most mobile period has been when academic personnel are professors. The moves made by professors are three times those of assistant professors and about 50 % more than that of associate professors. Of the 134 moves by economics schools academic personnel, 19.4 % have been by assistant professors, 32.8 % by associate professors and 47.8 % by professors.

### 2.4.2. Mobility of Academic Personnel According to Tenure and Contract

It will be important to look at mobility from tenure and contract personnel perspective. The percentage of all moves distributed according to this criterion can be seen in Table 7.

**Table 7 :** The Percentage Distribution of Academic Personnel According to Tenure

	Contract Employee	Tenure	Total
%	15,38	84,62	100

It can be seen from Table 7 that 84.62 % of all mobility is done by academic personnel who have tenure. The fact that the rate is much lower for assistant professors is contrary to expectations. In the economics school study done by Guloglu, Bayraktar and Pehlivanoglu, it has been found that academic personnel who have tenure do 80.6 % of all mobility. To make a comparison, mobility in law faculties for academic personnel who have tenure has been higher than in economics faculties.

### 2.4.3. Average Mobility Level

As stated above, a total 182 academic personnel have been used for this study and the number of moves is 52. The number of moves is very low when compared to the number of academic personnel. The number of moves per academic personnel is 0.29. There is a large group of academic personnel who have never moved during their academic careers. In the economics school study done by Guloglu, Bayraktar and Pehlivanoglu, the number of moves made by 255 academic personnel is 134 (0.53 number of moves per academic personnel). When compared with the law school personnel, economics school personnel mobility rates are higher.

**Table 8 :** Average Mobility Rates

Number of Academic Personnel	Number of Moves	Average Number of Moves
182	52	0,29



Table 9 shows the numbers and rates for academic personnel who have and not moved around.

**Table 9 :** The Number and Percentages of Academic Personnel According to Mobility Levels

(1) Academic Personnel With No Mobility	(2) Academic Personnel With Mobility	(3) Total	1/3	2/3
104	78	182	0,57	0,42

The number of academic personnel with no mobility during their lifetime is 95. The number of moves per academic personnel is 0.29. There is a big group of people who have not moved around during their academic careers. This is good from the perspective of acquiring a certain tradition but the adverse effects are the lack academic development, motivation and the transfer of diversity. In the economics school study done by Guloglu, Bayraktar and Pehlivanoglu, 157 out of 255 academic personnel have never moved around during their academic careers. The number of moves per academic personnel is 0.53.

On the other hand, there have been 78 academic personnel who have moved around and the rate of those people to the total is 43 %. 78 academic personnel have made 52 moves and this can be seen in Table 10.

**Table 10 :** The Rate of Mobile Academic Personnel to the Mobility Level

Number of Mobile Academic Personnel	Number of Moves	Average Number of Moves
78	52	1,50

In the economics school study done by Guloglu, Bayraktar and Pehlivanoglu, the number of mobile academic personnel is 98. The rate of mobile academic personnel to the total is 38 %. The number of moves per law faculty academic personnel is 1.50. Mobile academic personnel have moved around more than once during their academic careers (1.50). This shows that academic personnel are not very mobile. The rate for economics school academic personnel is 1.36. This shows us that law faculty academic personnel are more mobile than economics school academic personnel.

In addition, the maximum number of moves among academic personnel is 4. Those academic personnel have moved around 2 times during their assistant professor careers, once during their associate professor careers and once during their professor careers.

### 2.4.4. The Mobility Level of Universities in Terms of Accepting Transfers

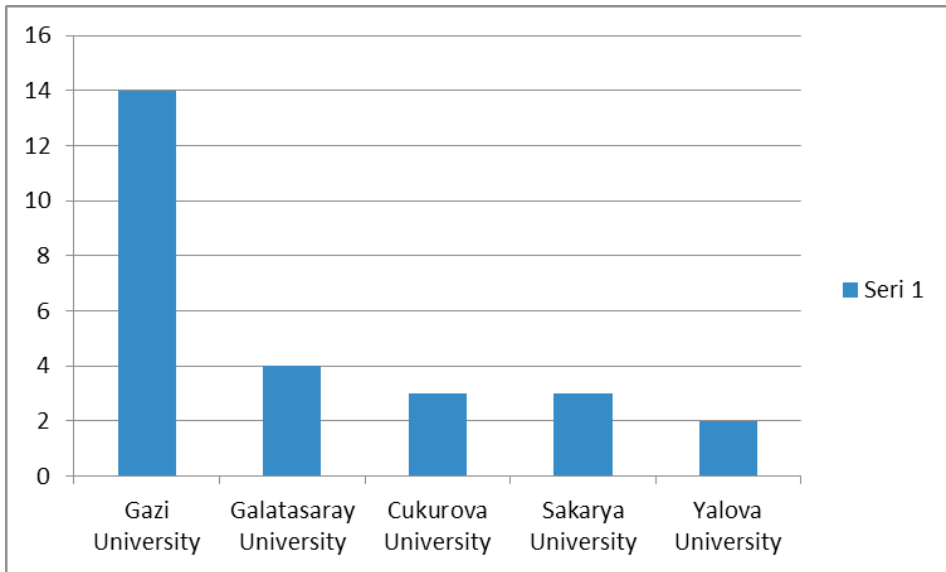
There are many reasons for academic personnel wanting to move around. These could be economic, social, geographic and psychological. In this context, these could be factors like the university where one is working, the city, the region and founding date. Consequently, it is possible to analyze the mobility level of universities by their sending and receiving academic personnel numbers.

**Table 11** : Universities Receiving Academic Personnel

University	Number of Academic Personnel			
	Assistant Prof.	Associate Prof.	Professor	Total
Akdeniz University	0	1	0	1
Anadolu University	0	0	0	0
Ankara University	0	0	0	0
Ataturk University	0	0	0	0
Cukurova University	1	2	0	3
Dicle University	0	1	0	1
Dokuz Eylul University	0	1	0	1
Erzincan University	0	0	1	1
Galatasaray University	1	2	1	4
Gazi University	0	6	8	14
Gaziantep University	0	0	1	1
Hacettepe University	0	0	0	0
Inonu University	0	0	1	1
Istanbul Medeniyet University	0	0	1	1
Istanbul University	0	0	1	1
Kocaeli University	0	1	1	1
Kırıkkale University	1	0	0	1
Marmara University	0	1	1	1
Sakarya University	2	1	0	3
Selcuk University	0	0	0	0
Suleyman Demirel University	1	0	0	1
Turk Alman University	0	0	1	1
Uludag University	0	0	1	1
Yalova University	0	1	1	2
Yildirim Beyazit University	0	0	2	0
<b>Total</b>	<b>6</b>	<b>17</b>	<b>21</b>	<b>44</b>

25 law schools at 25 universities can be seen in Table 11. The total number of moves is 44. 6 assistant professors, 17 associate professors and 21 professors have gone to these universities. The average number of academic personnel per university is 1.76. 6 of the 25 universities have not received any academic personnel. To remain a point within this context is that only professors at universities have been considered for this study. It is possible that mobility was not recorded at those 6 universities because they might have received assistant professors or associate professors or the professors working at those universities might have went to those universities as research assistants. In the economics faculty study done by Guloglu, Bayraktar and Pehlivanoglu, the number of moves is recorded as 100 and of those moves, assistant professors have made 17, associate professors have made 33 and professors 50 have made. The receiving rate of economics faculties is 2 and of the 50 universities, 14 have not received anybody.

**Figure 1** : The 5 Most Receiving Universities



Of the 25 universities, 14 have received once, one of them twice, two universities three times, and one university four times. Four universities have received 3 or more times. Gazi University is the university that received the most (14) academic personnel because it seems like an ideal target for academic personnel from nearby cities. Figure 1 shows the top 5 receiving universities. In the economics school study done by Guloglu, Bayraktar and Pehlivanoglu, of the 50 universities, 14 have received once and nine of them twice. Seven universities have received five or more times.

Among the economics schools, Kocaeli University received the most (12) academic personnel.

Figure 1 shows that the most receiving university is Gazi University. Galatasaray University, Cukurova University, Sakarya University and Yalova University follow. Among the economics faculties, Kocaeli University is the most receiving university and Bosphorous University and Yıldız University follow.

#### **2.4.5. The Mobility Level of Universities in Terms of Sending Transfers**

Table 12 shows the universities according to sending transfers. The mobility numbers according to sending academic personnel is lower compared to mobility according to receiving academic personnel. The reasons for that could be receiving from private universities and from universities in other countries.

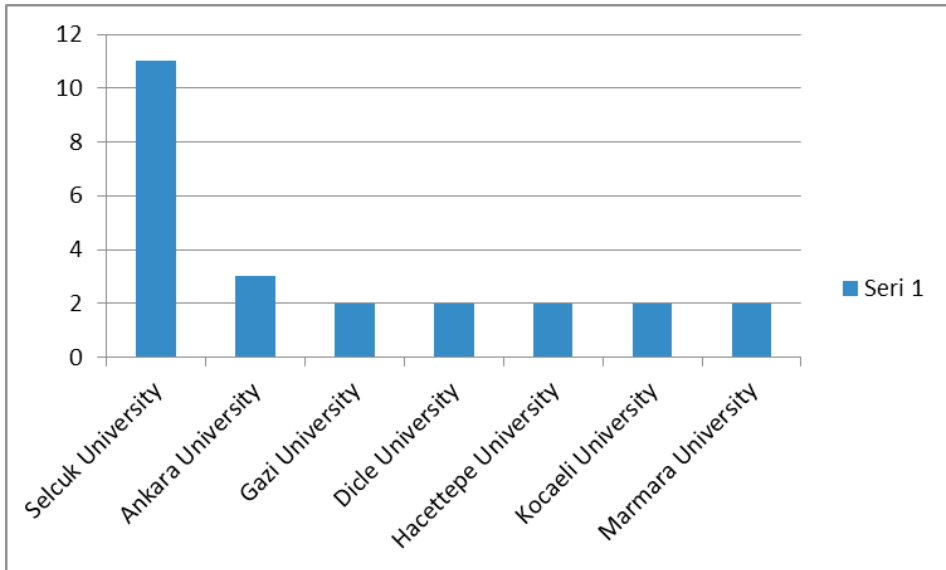
**Table 12 :** Universities Sending Academic Personnel

University	Number of Academic Personnel			
	Assistant Prof.	Associate Prof.	Professor	Total
Akdeniz University	0	0	0	0
Anadolu University	0	1	0	1
Ankara University	1	2	0	3
Ataturk University	0	0	1	1
Cukurova University	0	0	0	0
Dicle University	0	2	0	2
Dokuz Eylul University	1	0	0	1
Erzincan University	0	0	0	0
Galatasaray University	0	0	0	0
Gazi University	0	1	1	2
Gaziantep University	0	0	0	0
Hacettepe University	1	0	1	2
Inonu University	0	0	1	1
Istanbul Medeniyet University	0	0	0	0
Istanbul University	0	0	0	0
Kocaeli University	0	1	1	2
Kırıkkale University	0	0	0	0
Marmara University	1	0	1	2
Sakarya University	0	0	0	0
Selcuk University	0	3	8	11
Süleyman Demirel University	0	0	1	1
Turk Alman University	0	0	0	0
Uludag University	0	1	0	1
Yalova University	0	0	0	0
Yildirim Beyazıt University	0	0	0	0
<b>Total</b>	<b>4</b>	<b>11</b>	<b>15</b>	<b>30</b>

There are 25 universities in the Table 12 and the total number of moves is 30. Of the universities used in this study, there have been 4 moves at the assistant professor level, 11 in the associate professor level and 15 in the professor level. The sending

rate of state universities at the related faculties is 0.83. 12 of the 25 state universities have not sent any academic personnel. If the assistant professors or associate professors from these universities have not become professors, they were not included in this study. Of the 25 universities, six has sent academic personnel once and five have sent academic personnel twice. Six universities have sent two or more academic personnel. Selcuk University has sent the most (11) academic personnel. Figure 2 shows the top seven sending universities. In the economics school study done by Guloglu, Bayraktar and Pehlivanoglu, the number of moves by 50 universities is recorded as 80 and assistant professors have made 29 of those moves, associate professors 33 and professors 18. The sending rate of economics schools is 0.62 and of the 50 universities, 21 have not sent anybody. At the economics schools, 12 of the 50 universities have sent just one and five of them have sent two academic personnel. Six universities have sent five or more academic personnel. Among the economics faculties, the most sending university is Ataturk University, which has sent 12 academic personnel.

**Figure 2 :** The 5 Most Sending Universities



By looking at Figure 2, it can be seen that the most sending university is Selcuk University followed by Ankara University. The other five universities have sent two academic personnel each.

### 2.4.6. Receiving According to Regions

It is important to look at receiving and sending transfers according to regions because geographical and social factors do affect mobility. Table 13 shows the regions in terms of receiving mobility. According to Table 13, the Marmara Region received the most moves by assistant professors. Marmara Region is also the top choice for associate professors while the Central Anatolia Region is the choice for professors. The region of choice shifts to the Central Anatolia Region as academic rank gets higher. While the Aegean Region is the least popular choice with just one, the Southeastern Anatolia Region and the East Anatolia Region follow that with two moves each. It can be seen that the Southeastern Anatolia Region and the East Anatolia Region need more incentives to increase migration to those areas. It is also notable that the northern and southern areas of Turkey are about equal in receiving migration. The top choices for mobility are the Central Anatolia Region and the Marmara Region.

In the economics school study done by Guloglu, Bayraktar and Pehlivanoglu, the Central Anatolian Region is the most receiving region for assistant professors and the Marmara Region is the top region for associate professors and professors. In the higher ranks of academic life, the Marmara Region is the top choice. While the Southeastern Anatolian Region has not received anybody, the Eastern Anatolian Region has received three.

**Table 13 :** Receiving Migration According to Regions

Region	Receiving Migration According to Regions			
	Assistant Prof.	Associate Prof.	Prof.	Total
Mediterranean	2	3	1	6
Aegean	0	1	0	1
Marmara	3	6	7	16
Central Anatolian	1	6	10	17
Eastern Anatolian	0	0	2	2
Southeastern Anatolian	0	1	1	2

Table 14 shows the migration receiving percentages of regions. 38.36 % of the migration has gone to the Central Anatolian Region while 36.36 % Has gone yerine went to the Marmara Region, 13.63 has gone to the Mediterranean Region, 4.54 % went to the Eastern Anatolian Region and 2.27 % went to the Aegean Region. The Black Sea did not include because there are no law schools in that region. In the

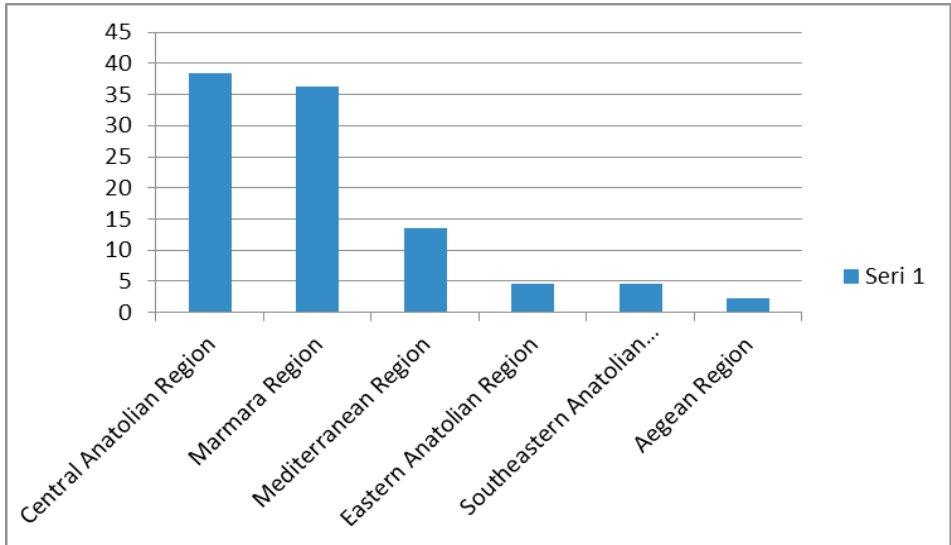
economics school study done by Guloglu, Bayraktar and Pehlivanoglu, 41% of the migration has gone to the Marmara Region, 24 % to the Central Anatolian Region, 16% to the Aegean Region and 3 % to the Eastern Anatolian Region while the Southeastern Anatolian Region has not received any migration.

**Table 14 :** Percentage Distribution of Receiving Migration According to Regions

Mediterranean	Aegean	Marmara	Central Anatolian	Eastern Anatolian	Southeastern Anatolian
13,63	2,27	36,36	38,36	4,54	4,54

The regional migration receiving order can be seen in Figure 3.

**Figure 3 :** Receiving Migration According to Regions





### 2.4.7. Sending Migration According to Regions

When analyzing mobility, it is also important to consider the migration-sending situation. According to the Table 15, the Central Anatolian Region sends the most assistant professors, associate professors and professors. The Mediterranean Region and the Aegean Region are the least sending regions with just one academic personnel. The Eastern Anatolian Region and the Southeastern Region sent two while the Marmara Region sent five. The Central Anatolian Region received and sent the most academic personnel. For the sake of comparison, the Central Anatolian Region sent the most assistant professors and associate professors in economics faculties while the Marmara Region sent the most professors. The Southeastern Anatolian Region did not send any economics faculty academic personnel while the Eastern Anatolian Region sent 13. For the Mediterranean Region, it was three academic personnel and for the Black Sea Region, it was six.

**Table 15 :** Sending Migration According to Regions

Region	Receiving Migration According to Regions			
	Assistant Prof.	Associate Prof.	Prof.	Total
Mediterranean	0	0	1	1
Aegean	1	0	0	1
Marmara	1	2	2	5
Central Anatolian	2	7	10	19
Eastern Anatolian	0	0	2	2
Southeastern Anatolian	0	2	0	2

The percentage distribution of sending migration according to regions can be seen in Table 16.

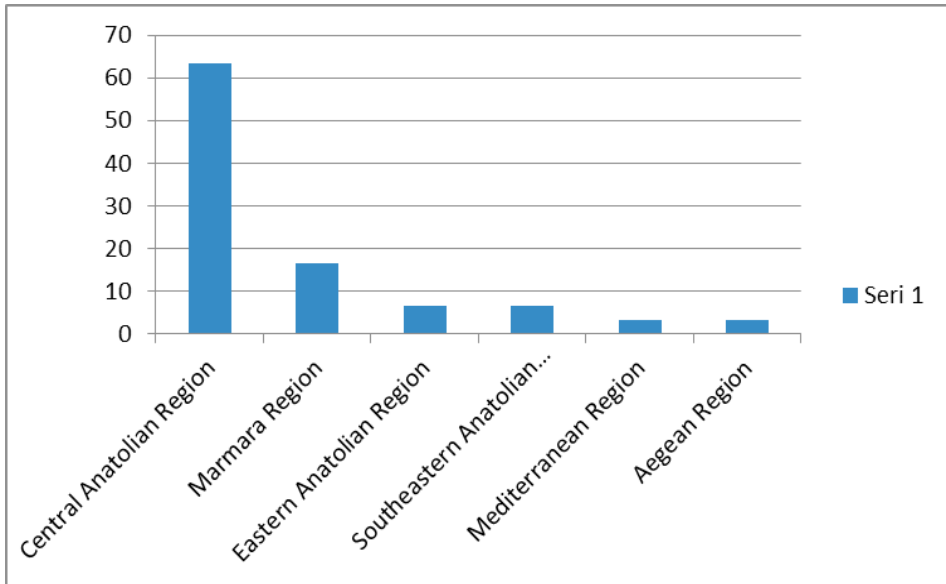
**Table 16 :** Percentage Distribution of Receiving Migration According to Regions

Mediterranean	Aegean	Marmara	Central Anatolian	Eastern Anatolian	Southeastern Anatolian
3,33	3,33	16,67	63,35	6,66	6,66

According to the Table 16, 63.35 % of the brain drain has been from the Central Anatolian Region, 16,66 % of it from the Marmara Region, 6,66 % from the Eastern Anatolian Region and Southeastern Anatolian Region each and 3.33 % from the Aegean Region and the Mediterranean Regions each. In the economics faculty study done by Guloglu, Bayraktar and Pehlivanoglu, 30 % of the migration has been from the Central Anatolian Region, 27.5 % from the Marmara Region, 16.25 % from the Eastern Anatolian Region, 15% from the Aegean Region and 3.75 % from the Mediterranean Region while the Southeastern Anatolian Region has not sent any academic personnel.

The regional migration sending order can be seen in Figure 4.

**Figure 4 : Sending Migration According to Regions**



### **2.4.8. Mobility Over the Years**

To see the effects of changing conditions, it is important to analyze mobility over the years.

Generally speaking, mobility has picked up around the year 2000. For the years that this study analyzed, the highest year that mobility was recorded is 2000. In addition, mobility was high in the years 2005, 2008 and 2010. There was no mobility for the years 1989 and 1990. There was not much mobility before the year 2000 because there were not a lot of universities and law faculties. Mobility increased after the year 2000 because there were more opportunities for academic personnel and a need for teaching personnel from universities.

In the economics school study done by Guloglu, Bayraktar and Pehlivanoglu, mobility was recorded very low except for the years 1988 and 1989 in the 1980-1990 period. After those two years, mobility has started to decrease again. In the 1991-2000 period, mobility was comparatively high in the years 1993, 1994, 1995, 1997, 1998 and 2000. So, the 1990-2000 period was generally more mobile than the previous decade. The following decade was more or less similar to the 1990-2000 period. The years 2001, 2003, 2006 and 2007 were when mobility was comparatively high. In that period, 2007 is the year when mobility was the highest. As with other years when mobility was high, the reason 2007 recorded many academic personnel moving around is the founding of new universities around that time.

**Table 17 : Mobility Over the Years**

<b>Years</b>	<b>Assistant Prof.</b>	<b>Associate Prof.</b>	<b>Prof.</b>	<b>Total</b>
1984	2	0	0	2
1985	0	0	1	1
1986	0	1	0	1
1987	0	1	0	1
1988	0	1	0	1
1989	0	0	0	0
1990	0	0	0	0
1991	0	1	0	1
1992	1	0	1	2
1993	0	2	0	2
1994	0	1	1	2
1995	1	0	0	1
1996	0	2	0	2
1997	1	0	0	1
1998	1	0	0	1
1999	1	0	0	1
2000	0	3	2	5
2001	0	1	1	2
2002	0	0	1	1
2003	0	1	1	2
2004	0	2	1	3
2005	0	2	2	4
2006	1	0	1	2
2007	0	0	1	1
2008	0	1	3	4
2009	0	0	2	2
2010	0	0	4	4
2011	0	1	2	3
<b>Total</b>	<b>8</b>	<b>20</b>	<b>24</b>	<b>52</b>

## RESULT

This study has used the data from the Internet to analyze the mobility of academic personnel. It has been limited to academic personnel from law faculties at state universities. Only professors have been used for this study in order to take into account the overall mobility during the assistant professor, associate professor and professor stages. The results of this study can be summarized as follows:

1. It was possible to reach the resumes of 68.7 % of professors at law schools. It has not been possible to reach the resumes of the rest 31.3 % of professors.
2. It has been possible to reach the websites of 64 % of the law schools through the Internet.
3. The mobility of academic personnel as professors is three times the level as assistant professors and 20 % more than associate professors.
4. 84.62 % of the mobility has been made when academic personnel had tenure and the rest 15.38 % when academic personnel were contract employees.
5. Mobility per academic personnel is 0.29. This means that there is a big group of people who have never moved around during their academic careers.
6. When the number of moves is compared with the number of academic personnel who has moved around, the rate is 1.50. This shows that even for the academic personnel who have moved around, mobility is not very high.
7. The universities used in this study have received 6 assistant professors, 17 associate professors and 21 professors. Consequently, the migration-receiving rate of universities is 1.76. Six of the 25 universities have not received any academic personnel and the most receiving university is Gazi University.
8. The universities used in this study have sent 4 assistant professors, 11 associate professors and 15 professors. Consequently, the migration-sending rate of universities is 0.83. 12 of the 25 universities have not sent any academic personnel and the most sending university is Selcuk University.
9. When analyzing receiving migration according to regions, the most receiving region for assistant professors is the Marmara Region, the most receiving region for associate professors is the Marmara Region and Central Anatolian Region and the most receiving region for professors is the Central Anatolian Region. It can be seen that as academic levels get higher, the academic personnel choose the Central Anatolian Region while the coastal and industrial regions are the second best choice. An important discovery of this study is that, although the Aegean Region is a coastal and industrial region, its law school is the least migration-receiving region. The Southeastern

- Anatolian Region and the Eastern Anatolian Region need to be given extra incentives to make academic migration to those regions more desirable.
10. 38.36 % of the brain drain has been to the Central Anatolian Region, 36.36 % of it to the Marmara Region, 13.63 % of it to the Mediterranean Region, 4.54 % of it to the Eastern Anatolian Region and the Southeastern Anatolian Region and 2.27 percent of it to the Aegean Region.
  11. The most migration-sending region for assistant professors, associate professors and professors is the Central Anatolian Region. The Mediterranean Region and the Aegean Region are the least migration sending regions with just one. The Eastern Anatolian Region and the Southeastern Anatolian Region sent two academic personnel each while the Marmara Region has sent five. As a result, among the law schools, the ones in the Central Anatolian Region have the most mobile academic personnel because they received and send the most academic personnel.
  12. The Central Anatolian Region has sent the most academic personnel while the Marmara Region follows that region.
  13. 63.35 % of the brain drain has been from the Central Anatolian Region, 16.66 % of it from the Marmara Region, 6.66 % of it from the Eastern Anatolian Region and Southeastern Anatolian Region each and 3.33 % of it the Aegean Region and the Mediterranean Region each.
  14. Generally speaking, mobility increased after the year 2000. The year 2000 has recorded the highest moving while the years 2005, 2008 and 2010 have had comparatively high mobility. The years 1989 and 1990 did not record any movements.
  15. In the economics school study done by Güloğlu, Bayraktar and Pehlivanoglu, it had been stated that the mobility of the academic personnel was from central regions in general to the coastal regions. In this law faculty study, movements are towards the central regions.

Some of the results in this study that were not reflected in tables and/or figures can summarized as follows:

1. The number of movements to central regions is more than the movements to the western regions. The inter-university mobility is higher in central regions.
2. The female academic personnel tend to continue their careers at the same university.
3. Married academic personnel tend to have lower mobility.
4. The mobility after the year 2000 tends to be more associated with administrative (rector, dean, manager) purposes.

5. The mobility in law faculties tends to be more towards old and established universities.
6. The Internet is not actively used in big universities and the updating of the web pages is slow.
7. Although some universities have well-managed Internet websites, some academic personnel have missing or incomplete resumes online.
8. Almost none of the newly founded universities have active websites.

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