

# The Dilemma and Way out of Improving the Quality of Teacher Training in Private Colleges and Universities

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**Abstract:** There are some problems in the structure of teachers in private universities, such as unreasonable structure, stability of the team, professional shortcomings of teachers, lack of professional leadership and so on. The only way to get out of the dilemma is to analyze the reasons, support policies and strengthen the internal information sources of private universities and colleges.

## 1. Introduction

With the rapid development of economy, China's economic structure needs to be adjusted and a large number of skilled talents are needed. Therefore, vocational education has new requirements. As an important part of vocational education, private colleges and universities undertake the important task of training high-quality talents. In the past, we mainly focused on providing products with labor advantages[1]. In the long run, China's position in the international market industry chain is relatively low. Therefore, China should promote strategic adjustment of economic structure, improve demand structure and optimize industrial structure. The adjustment of industrial structure should be based on the adjustment of industrial technology structure. In other words, to change this situation, we must improve the quality of the labor force. Improving the quality of labor force and promoting the upgrading of technical structure can not only save labor cost, but also improve product quality and service quality, improve product competitiveness and help to achieve sustainable economic development. Therefore, it is an urgent need for China's economic development to vigorously develop higher-level vocational education and cultivate more high-quality skilled personnel[2]. Therefore, the training of private university teachers plays an active role in promoting the long-term learning of skilled teachers.

Table 1 Scale of private higher education in Shandong Province from 2008 to 2012

Particular year	Number of graduates	Number of students in school	Number of full-time teachers
2008	70235	269466	16594
2009	75104	287375	17113
2010	76460	299801	17517
2011	91608	205250	17805
2012	91206	301708	17402

## 2. The Vigorous Development of Vocational Education Needs Private Higher Vocational Education

With the rapid development of vocational education, it is imperative to run folk vocational education well. Private colleges and universities are not only the revitalization stage of vocational education, but also an important part of higher education[3]. Through the higher level of vocational education reform, private colleges and universities must meet the needs of social development and economic adjustment of industrial structure. Moreover, China's education structure has been adjusting. The diversification of the main body of running schools is one of its trends. In private colleges and universities, improving the operation and quality of education plays an important role

in promoting the development of private higher education[4]. In the long run, private higher vocational education does have a broad space for development. For the long-term development of the school, we must pay attention to the quality of teaching and take good teaching management as an important guarantee.

### **3. The Necessary Conditions for the Survival and Development of Private Colleges and Universities**

With the promotion of various educational policies, private colleges and universities appear as the times. At present, due to the special system and mechanism, Chinese private colleges and universities are facing a special living environment and situation, and the quality of professors is not satisfactory. There is still a certain distance from the requirements of the state and society. The students of private colleges and universities can not meet the needs of the society, so the reform is imminent. Teaching is the most important method of school education, and directly affects the quality of management teaching, that is, the quality of education[5]. In order to improve the education quality of private colleges and universities, the problem of management education is the first. At present, the educational management concept of private colleges and universities can not meet the needs of educational reform, and the closed management system is receiving closed education. The professional quality and management level of the teacher management group in private colleges and universities are relatively low. Based on this, it is necessary to promote the development of teacher management in private colleges and universities.

### **4. Research Status in China**

In the past 10 years, the research on the educational management of private colleges and universities has been carried out from multiple perspectives. Summarize the research results as follows.

#### **4.1. Research on the Current Situation of Teacher Management in Private Colleges and Universities**

The development of private higher vocational education is relatively short and immature. Many scholars focus their attention on observing their present state[6]. The investigation on the current situation of teachers' management in private colleges and universities reflects the problems of imperfect management system, imperfect teachers, low comprehensive quality of students and low specialization of teachers' management team. The management level of school education is not high. Xu Huachun pointed out in his book "new theory on the operation of private colleges and universities" that in recent years, private colleges and universities have greatly expanded their scale. But also relatively ignored the school's internal management[7]. Rules and systems, no effective teaching quality monitoring system and means, schools are not standardized, random variability is greater Zhou Ning in "private higher vocational education quality improvement difficulty analysis". First of all, the quality of college students is not high. Second, the overall quality of teaching staff is low, and the quality of education needs to be further improved. Third, there is a lack of scientific basis for the professional setting of private colleges and universities. In addition, there are many problems in the current professional. Fourth, the current textbook structure and curriculum of private colleges and universities are not satisfactory. Fifthly, the education of industry university connection is not enough[8]. " This paper analyzes the current situation of teachers management in Colleges and universities and the Countermeasures of Changlin and Zhou dan, and sums up the current situation into three aspects. The quality of education for managers is very low[9]. " Generally speaking, the management of private educational administration in China is facing many contradictions, so it is urgent to find a reasonable solution. Find the exit.

#### **4.2. Research on the Establishment of Teacher Management Team in Private Colleges and Universities**

The teacher management group of private colleges and universities is the evaluation of teachers, teachers, teachers, and the implementer of teachers. The level of teaching management directly affects the teaching quality of private colleges and universities. It is of great significance to establish a high-quality education management team for private higher vocational schools. According to the survey, the current private colleges and universities do not pay enough attention to the composition of the teacher management team, the professional level of the operators is not high, and the quality is very low. Jiang Dongmei emphasized in his article "the current situation and characteristics of educational management team in private colleges and universities": the academic qualification and professional structure of the university are not very reasonable. "As a result, the treatment has not been properly implemented and the team has not been sufficiently stabilized," he said In the teacher management group of private colleges and universities, various subjects have been put forward. Among them, Jiang - Dongmei also provides further research opportunities for the construction of the guidance management team, making plans, implementing plans, strengthening training efforts, improving the overall quality of the guidance of the management team, reforming the distribution system, coping with the treatment, and implementing a stable management team. Zhou Rongzhi pointed out in the research on Teachers' performance management in private colleges and universities that we should strengthen the construction of teachers' performance management system

## **5. The Reasons for the Difficulties in Training Teachers in Private Universities**

### **5.1. It Is Difficult for the Government to Implement the Policy of Supporting Private Higher Education**

Restricting the construction of private university teachers is the equality of their legal status and rights to private university teachers and civil servants. However, judging from the actual situation, the equality between the legal status of private university teachers and public university teachers and the actual inequality in the actual implementation process is the main reason for many problems in the construction of private university teachers. There are many problems that need to be solved in the legal nature, classification management, accounting system and risk prevention of private higher education institutions, so it is difficult to effectively implement laws and regulations and preferential support policies for private education. In addition, the number of entrance examination candidates in China is decreasing every year. With the increasing investment and support to public universities and colleges, the survival and development of private universities and colleges are facing severe challenges. As the main source of school funds, private universities and colleges rely on teaching income. In fact, the salary, medical insurance, housing subsidy and retirement subsidy of private universities cannot be compared with those of public universities. In particular, in recent years, the salaries and profits of teachers in public universities have continued to increase significantly, further widening the wage gap. These factors make it difficult for private universities to attract and retain excellent teachers, and become one of the main bottlenecks in the training of teachers.

### **5.2. Restrictions on Organizational Culture and Internal Institutional Environment of Private Universities**

The development of teaching staff's organizational culture is the basic factor that determines the quality of educational organization. The organizational climate index (CGI) proposed by George Stann and Karl stanhoff includes six factors: academic climate, achievement standard, personal dignity, organizational effectiveness, order, impulse control and so on. Among them, schools with strong development motivation (that is, schools that meet teachers' knowledge cognition, social and emotional needs) give teachers more freedom to meet the needs of motivation. The controlled school environment provides less opportunities for teachers to grow into mature professionals. It can be said that the organizational culture and internal organizational environment are the basic premise to ensure a relatively stable and high-quality faculty. However, some private universities

and colleges have utilitarian ideas. Their immediate focus of interest, long-term goals, no plans, bureaucratic organizations and administrative forces, emphasis on organizational effectiveness, emphasis on order and control, a scholarly atmosphere, teacher development and personal dignity, please do not ignore and establish science. The efficient, standard and fair mechanism of people's choice, education, employment and maintenance directly affects the enthusiasm of teachers and the retention and attraction of high-level teachers. In addition, in order to reduce the economic pressure brought by the rising price and improve the school environment, private universities and private universities reduce the investment in the construction of teachers in the aspect of cost control, which infringes on Teachers' wages and social security. The legitimate rights, interests and irregular operation of private universities and private universities have also seriously affected the brand evaluation and social image of private higher education.

## 6. Conclusion

In recent years, the teachers' academic year of public universities has gradually increased, and the teachers' competitiveness of private universities is facing severe challenges. On the other hand, schools should have a clear understanding, actively take measures to open up resources and reduce expenditure, expand school income sources through multiple channels, and create conditions for improving teachers' wages and benefits. We should optimize the pattern of income distribution and deepen the reform of the oil supply system. We should scientifically design the salary system, determine the salary standard, and strive to attract, retain and motivate key teachers with relatively guiding salary level. In the school, the salary must be based on the work responsibility and the ability of the staff, and oriented to the performance, so as to continuously support the high-performance and high contribution personnel.

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