

Research on the Development and Management of University Teachers

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Keywords: Colleges and universities, Teaching staff, Development, Management

Abstract: To rejuvenate the country through science and education, education is the basic, and the key to education is teachers. The status and role of the level of the teaching staff in the running of colleges and universities has been recognized, and it is a decisive factor for the quality of college education and academic level. First-class academic masters are a symbol of the school's strength, status and prestige.

1. Introduction

In recent years. The expansion of enrollment in colleges and universities has brought development opportunities to colleges and universities, but also posed severe challenges. Such as insufficient teaching facilities; poor experimental conditions; uneven student quality. However, the lack of teachers and the low level of teachers in scientific research are the primary problems that restrict the development of universities. Because other problems that restrict the development of the school can be solved in a relatively short period of time by increasing the investment, but the problem of the construction of the teaching staff is difficult to solve in a short time. In order to achieve the goals of modern universities, adapt to the needs of higher education reform and development and talent training in the new era. The construction of the teaching staff must be further strengthened. For this reason, colleges and universities must develop and manage the faculty from a strategic perspective, strive to build a first-class university faculty, and lay a solid foundation for cultivating first-class innovative talents, thereby promoting the overall development of my country's higher education.

2. With the Guidance of Long-Term Planning, Strengthen the Training and Training of the School's Teaching Staff

The overall level of the teaching staff is the basis for higher education to improve the quality of education and sustainable development. However, the common problems in colleges and universities are: insufficient number of high-quality and highly educated teachers; low proportion of high-level titles; imbalance in age structure and gender structure. In order to change this situation, the training and training of the teaching staff must be strengthened. First of all, universities must formulate long-term plans. Combining the school development and construction plan and the requirements of the education administrative department for the construction of the teaching staff, carefully analyze the current situation of the staff, find out the weak points, and study and formulate the teaching staff construction plan that suits the actual situation of the school. The planning generally takes five to ten years as a stage. And should clarify the guiding ideology, construction goals and main measures. It is necessary to reflect the strategy of building a faculty team that is driven by key points, promoted as a whole, and developed in an all-round way. Second, it is necessary to gradually introduce a "lifelong education mechanism for teachers" under the guidance of long-term planning. Regarding the training and training of teachers as a routine task, teacher training should focus on the following aspects: the problem of aging knowledge, or the problem of knowledge failure caused by the adjustment of professional structure: the problem of insufficient teacher education theory and teaching practice: yes The problems of insufficient preparation of new

curriculum knowledge: the problem of concept update, the understanding and application of the latest education and teaching theories and teaching methods; the problem of professional ethics training as a teacher; the problem of low academic level, etc. Schools should establish special training funds for teachers and formulate special in-service teacher training plans for different issues. One is to invite experts from outside the school to give special reports or lectures on a regular or irregular basis. The second is to use the holidays to hold teacher training classes. The third is to encourage teachers to participate in in-service graduate and doctoral examinations and study. The fourth is to jointly hold master and doctoral courses with relevant universities. The fifth is to select and send outstanding teachers for post training and further study.

3. Use Multiple Channels. Strengthen the Introduction of Teachers in Colleges and Universities

At present, in the construction of the faculty of Chinese colleges and universities, on the one hand, there is a relative shortage of outstanding talents, and on the other hand, there is a constant loss of outstanding talents abroad, resulting in unstable and unreasonable structure of the faculty. This requires colleges and universities to strengthen the training and training of their own teachers, and at the same time continue to increase the introduction of masters. This is an important measure to solve the shortage of college teachers. In order to strengthen the introduction of talents, first of all, colleges and universities must boldly introduce outstanding talents. To start from the need of developing disciplines strategy, all the talents lacking in the disciplines that the school wants to develop first must do everything possible to introduce them first, supplemented by high salaries and high salaries. Second, improve the degree level of newly introduced teachers. At the academic level, supplementary doctoral and master candidates should be the main candidates. Third, cultivate and introduce a group of academic backbones and reserve forces to prevent academic faults and failures from appearing. Colleges and universities should open the door to talents and introduce talents through multiple channels: First, take the initiative to come to relevant colleges and universities to recruit talents to attract outstanding domestic and foreign university graduates. Or the school will fund and train graduate students: the second is to actively participate in various recruitment fairs held by the society (including local and foreign) to promote the school, expand its influence and introduce talents; the third is to choose influential media to publish advertisements and recruit talents; The fourth is to hire professional talents from relevant universities and research institutes. Special attention should be paid to two issues in the introduction of talents: one is that the special policy for the introduction of high-level talents should be connected with the treatment of existing school talents; the other is that the talent structure is scientific and reasonable, including the age, gender, and educational background of the talent. Level, professional knowledge, intelligence and quality structure, etc.

4. Create a Fair Competition Environment for Talents So That Their Potential Can Be Fully Utilized

The scientific use of talents and the active role of talents are the most important in the construction of the teaching staff. At present, the employment mechanism of Chinese universities cannot fully meet the needs of market economy development, which affects the full use of talents' potential. Strengthening the use and development of the teaching staff, especially the high-level teaching staff, is an important measure to prevent the waste of talents. To truly achieve a "win-win" between talent self-development and school use, colleges and universities need to work hard to create a level playing field, build a platform conducive to the self-development of talents, and focus on the combination of general and special policies to create careers for talents. Favorable conditions, so that every talent can clearly see their position in the overall development of the school to fully mobilize their enthusiasm in the work. With a level playing field, it can not only play the role of introducing talents, but also promote and drive existing talents to realize their potential, avoiding the phenomenon of "attracting uncles and angering sons". Provide fair competition opportunities for

talents. Not only to help them determine the direction of development, but also to fully consider their role in the subject team, caring and supporting the integration of talents with existing teams and subjects. Efforts to create a “soft environment” for them with loose academics, good style of study, and harmonious relationships, so that they can play a role in team building, achieve major research results, and realize life and social values.

5. Take Effective Measures to Deal with the Loss of University Teachers

In recent years, the phenomenon of the loss of college teachers has been more serious, which has gradually become a major factor affecting the construction of college teachers. There are many reasons for this phenomenon, and the temptation of external interests, the defects of the university's own management, the talents' pursuit of freedom, and the imperfect coordination mechanism are the main reasons for the brain drain. The consequences of the brain drain in colleges and universities are very serious: first, the abnormal flow of talents will affect the normal operation of the school's teaching and research work and the optimization of the structure of the faculty; second, it will impact the stability of the school, leading to more brain drain: the third is It will cause the loss of school intangible capital and increase the cost of school construction. In order to cope with the phenomenon of the loss of talents in colleges and universities, colleges and universities should establish a competitive concept of “mobile talents”. Strictly restrained and closed management for fear of brain drain, such as liquidated damages, detained files, etc., even if people can be retained, they cannot be kept. Universities must create conditions to improve the environment. Achieve “retaining people by career, emotions, and treatment”. In order to alleviate the phenomenon of brain drain. To this end, first, colleges and universities must cultivate a “democratic and scientific” academic atmosphere and respect the reasonable reputation and status requirements of talents to meet the needs of talents for self-realization and respect. Colleges and universities should continue to increase investment in science and technology, improve the scientific research environment, encourage academic exchanges, strengthen continuing education, and do their utmost to create a good working environment in order for talents to display their talents, achieve career success, and realize life ambitions. Secondly, schools should make full use of emotional network elements and retain people with emotions. Generally speaking, after a person has worked in a unit for a period of time, it is inevitable that they will have a feeling that is hard to part with. Universities should create an interpersonal relationship of mutual understanding, trust, respect, and support, and a relaxed, harmonious and inspiring work and life atmosphere. So as to influence, attract and retain people. Third, colleges and universities should continue to establish and improve performance incentive mechanisms and use generous remuneration to attract and retain talents. For example, in the allocation of scientific research funding and other aspects, the policy of preferring outstanding teachers is implemented, breaking the traditional practice of ranking based on seniority. Boldly use young teachers to create good conditions for outstanding talents to stand out. For young and highly educated talents with innovation and professionalism, the school should entrust them with an important task to build a platform for them to develop their careers. This not only prevents the loss of talents, but also encourages teachers to focus more on their own work. Conducive to the improvement of their own business level.

6. Conclusion

In short, strengthening the construction of the teaching staff is a very important task. Colleges and universities should establish a people-oriented concept, continuously strengthen the training and introduction of the teaching staff, and proceed from the fundamental interests of teachers, formulate and improve the various systems of the school, in order to create an environment suitable for the development of the talent team, and make the overall level of the teaching team Get continuous improvement.

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