

## The Construction of Teachers' Team of Ideological and Political Courses in Private Colleges and Universities

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**Abstract:** In recent years, our country attaches great importance to the ideological and political course in colleges and universities, emphasizes that the role of ideological and political course is irreplaceable, and points out that the key to running the ideological and political theory course well lies in the teachers, and the responsibility of the ideological and political teachers is great. There is a shortage of full-time teachers in the construction of teachers' teams in private universities, and the age, gender, education and title structure of the teachers are unreasonable; the construction of the teaching and research integration team is weak; the status of low professional identity is low. In order to carry out the task of building a full-time, combination, sufficient quantity and excellent quality of ideological and political teachers in colleges and universities. It is necessary to expand and optimize the teaching staff; strengthen the teaching and research level of teachers, improve the quality of the team; enhance the professional identity of teachers; and improve the ideological and political level of the teaching staff.

### 1. Introduction

Since the 18th National Congress of the Communist Party of China, the fundamental question of what kind of people are going to be prepared, how to train people, and for whom to train people. Therefore, it is proposed to strengthen moral education and cultivate people and strengthen the school's ideological and political work. At the same time, the Party Central Committee with Comrade Xi Jinping as the core has made a series of arrangements for strengthening and improving ideological and political work in colleges and universities, in order to better promote the healthy development of ideological and political work in colleges and universities. In December 2016, Chairman Xi Jinping stressed at the National Conference on ideological and political work in Colleges and Universities that the foundation of colleges and universities lies in building people. In March 2019, President Xi Jinping hosted a symposium for teachers of ideological and political courses in Beijing. At the meeting, he emphasized that the ideological and political theory class is the key course to implement the fundamental tasks of building people. The role of ideological and political courses is irreplaceable. The key to running ideological and political theory courses lies in the teachers, so the responsibility of the teaching team is significant. The meeting was designed to The Construction of the Teacher's Team in the Ideological and Political Course. Private colleges and universities are the product of China's higher education reform and innovation, and an important part of socialist universities. After years of development, the team of ideological and political teachers in private colleges has grown stronger. At the same time, we should also see the socialism with Chinese characteristics entering a new era, and the social trend of thought is mixed. The challenge of the teachers in private colleges and universities is even more severe and the tasks undertaken is more onerous. Moreover, compared with public colleges and universities, the team of ideological and political courses in private colleges is generally weak, and there are also some

problems.

First, the teaching staff of ideological and political course is not equipped with full-time teachers, and the age, gender, educational background and professional title structure of the teaching staff are unreasonable.

As a result of the fact that the treatment of the private university is currently lower than that of the public colleges and universities, the private university has an obvious disadvantage in the employment of the full-time teachers. Experienced teachers, academic qualifications or higher-ranking teachers, male teachers prefer public institutions, which leads to an insufficient number of teachers in the ideological and political class, the age of teachers is polarized, and female teachers are relatively heavy. Therefore, it is difficult for the private university to build the full-time teaching staff of high-quality ideological and political course.

Second, the construction of integrated teaching and scientific research team for ideological and political teachers is weak.

Compared with the professional class, the total class time of the ideological and political class is great, whether the full-time teacher of the public office or the full-time teacher teaching task of the private university is relatively heavy. Due to the inadequate staffing of private colleges and universities, coupled with practical teaching and administrative affairs, it is difficult to have sufficient time and energy to exert research on scientific research. On the other hand, the sources of funding for private colleges and universities are mainly self-financing, the shortage of funds is outstanding, and the investment in scientific research is not sufficient. As a result, many private colleges and universities ideological and political teachers undertake heavy teaching tasks and rarely have scientific research results. The scientific research atmosphere of the ideological and political course teachers is not strong, and the scientific research ability is weak. There is the idea of "heavy teaching and light scientific research". The synergy of teaching and research needs to be improved, and the construction of the integrated teaching and research team is weak.

Third, the ideological and political teachers have a low sense of their own professional identity.

The turnover rate of ideological and political teachers in private colleges is higher than that in public universities. Some young teachers will choose to leave because of their treatment and their own development; some teachers will choose to apply to public colleges and universities after their professional titles are rated as deputy high or above. This phenomenon comes from the low sense of professional identity of ideological and political teachers in private colleges and universities. Why is this happening? First of all, because private colleges and universities belong to social organizations or citizens, they do not belong to institutions and belong to "non-staff personnel". Compared with the ideological and political teachers in public universities, the ideological and political teachers in private universities are lower in terms of wages and social security mechanisms, and have limited space for career growth and development. Secondly, due to the widespread existence of student admission scores in private colleges and universities, it increases the difficulty of ideological and political teaching management of ideological and political teachers, the teaching effect is not obvious, to a certain extent, it weakens the enthusiasm of teachers in teaching.

These problems are not only not conducive to the smooth development of the main channel of ideological and political education in private colleges and universities, but also not conducive to the establishment of a scientific world outlook, outlook on life and values for young students. Then, how to strengthen the construction of ideological and political teachers in private colleges and universities? "Thoroughly implement the spirit of the National Education Conference, the National College Ideological and Political Work Conference, and the School Ideological and Political Theory Teachers' Symposium, and earnestly implement the construction of a team of ideological and political teachers in colleges and universities with full-time, specialized and combined, sufficient quantity and high quality. Comprehensively promote Xi Jinping's new era of socialism with Chinese characteristics into the teaching materials into the classroom." According to the present situation of the construction of ideological and political teachers in private colleges and universities, the following measures can be taken:

## **2. Expand and Optimize the Team of Ideological and Political Teachers**

The shortage and unreasonable structure of teachers seriously affect the normal play of the teaching effect of ideological and political courses in private colleges and universities. Therefore, while expanding the contingent of ideological and political teachers, we should comprehensively consider the age, gender, professional title and other issues of teachers, private colleges and universities should properly improve the income level of ideological and political teachers to ensure the stability of teachers. For young teachers, we should provide space for development, such as actively encouraging young teachers with master's degree to study for Ph.D. and improving their academic qualifications; increasing the investment of funds to fund the research of ideological and political teachers, and so on.

## **3. Strengthen the Teaching and Scientific Research Level of the Ideological and Political Class, and Improve the Quality of the Team**

The ideological and political team of private colleges and universities should strengthen the training of teaching and scientific research. Actively participate in the Ministry of Education's centralized training, face-to-face training and online training, special training. Strengthening the basic skills of ideological and political teachers through various methods such as theoretical study and practical exercise. Through the profound knowledge and outstanding charm, it is loved by college students. Promoting the level of scientific research based on teaching practice and build a team of teachers for the coordinated development of teaching and research.

## **4. Enhance the Professional Identity of Teachers in Ideological and Political Education in Private Colleges and Universities**

At present, in addition to the funding policy given by the state, most of the funds for running private colleges and universities are self-financing. This has to make the social organization of the private colleges and universities or the individuals who run the school consider the input cost, which affects the income level of teachers to a certain extent. Therefore, the main body of private running schools should use social funds and the market to fill the funds for running schools within the scope permitted by the policy, increase the income of teachers, and increase the funding for teaching and research. On the other hand, the private university teacher development center can formulate training plans for the full-time teachers of the ideological and political course, thereby improving the ability of the teaching staff.

## **5. Promotion of the Ideological and Political Level of the Teachers in the Private Colleges and Universities**

"The education has to teach first to teach." "the preacher" first needs to believe that moral. "Let a man of faith speak of faith." The ideological and political class teacher occupies the main channel of the "preacher", the responsibility is significant, the responsibility of the private university is more difficult, so it is necessary to further strengthen the theoretical study and practice exercise. Using Xi Jinping's new era of socialism with Chinese characteristics to cast souls and educate people, and implement the fundamental tasks of building people. Cultivate new people in the era who are responsible for the national rejuvenation, and cultivate socialist builders and successors who are fully developed in moral, intellectual, and artistic work.

To strengthen the wind-building of the teachers of the non-governmental colleges and universities, of course, the teachers of the state-run colleges and universities should strengthen the construction of the teachers of the teachers and teachers, and adhere to the unity of the speech and the physical education. In that long word, the teach will first learn to be a man, and the people of education will first be the world. The teachers of the ideological and political course of the private university should be in the same class under the course of the class. The teacher should not be a teacher in class. In the course of the class, the teacher should take the "two pieces of skin" under the

course of the class. The non-governmental university teachers should not only carry forward the main melody in the class, but also transmit the positive energy in the course of the class, actively transfer the positive energy, consciously do as the table rate for the students, set an example for the students with their own words and deeds, and illuminate the way of the students to move forward, Always use Xi Jinping's new era of socialism with Chinese characteristics to cultivate the soul and carry out the fundamental task of the morality education.

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