

Research on the Construction of Teaching Staff in Private Colleges based on the Cultivation of Applied Talents

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Abstract. The quality of teachers in private colleges and universities determines the level of their students' training, and the fundamental guarantee for cultivating high-quality applied talents is to improve the construction of teachers. This is also a key factor in the sustained and healthy development of private education. It can be said that the construction of teaching staff in private colleges and universities directly affects the quality of running schools and the effectiveness of running schools, affecting the survival and development of private colleges and universities. At present, compared with the rapid development of private universities in China, the construction of teachers in the vast majority of private colleges is lagging behind, and such development is obviously unhealthy. Therefore, we must further strengthen the construction of teachers in private colleges and universities to promote the sustainable development of private colleges and universities. In view of the uniqueness of the school - running mechanism and the mode of running a school, there are significant differences between the construction of teaching staff in private colleges and ordinary colleges and universities. This requires the construction of private college teachers can not copy the way of public institutions, we must explore the characteristics of their own development model, because private colleges in China started late, as a new education force, private colleges and faculty of various problems more prominent, it will take a long time to solve the current situation completely, and the construction of innovative teachers is still in the exploratory stage. The methods and measures for the construction of teaching staff need to be further studied.

Introduction

Since the reform and opening up, with the continuous improvement of the overall level of development of private education in our country, the construction of teachers in private colleges and universities has also made some gratifying achievements. However, the actual situation of society, private colleges and universities teachers are still regarded as "vulnerable groups." We can use five words to summarize the status quo of private college teachers: not enough - not enough, not high - the overall quality is not high, unstable - liquidity, random large, uneven - uneven level, not smooth - teacher mentality is not smooth. Mainly in the following nine areas:

Private colleges and universities without the state financial allocation, all the way of self-financing, the school's construction capacity and construction scale depends entirely on the investor's economic strength and investment capacity. In general, most of our private colleges and universities in the hardware facilities and soft environment construction investment can not be compared with the public institutions, capital investment is relatively small, the number of teachers is far lower than the public schools, faculty are in working at full load. In addition, the number of teacher training, cultural exchange and other activities is relatively small.

There are unreasonable phenomena in the aspects of gender, age, education, title, knowledge level, industry experience, part ratio and so on. Gender: male and female, many college teachers

and students in the proportion of 1: 1.5 or more; age: retired old teachers and just graduated from the small teachers, the prime of the backbone of the less powerful; academic title: high degree, high title The number of teachers is less; knowledge, experience: teaching experience and scientific research ability of less people, with the background of the industry less; part-time: part-time teachers accounted for the proportion of too many private colleges and universities part-time teachers are more than 30% of the school indicators. In the early days of the establishment of private colleges and universities, by the impact of specific circumstances and preferential conditions, the use of a large number of part-time teachers can understand and support, and some schools more than 90% of teachers are part-time teachers. With the development of private education, private colleges and universities gradually expand the number of self-teachers and part-time teachers continue to decline, such as Xi'an Foreign Affairs College and Xi'an Eurasian Institute of such a million students of the university, more than half of teachers are part-time jobs.

The resignation rate of teachers in private colleges and universities is high, and the change of posts is frequent, especially the partial mobility of part-time teachers is very high, teachers are unstable, professional construction and curriculum construction is difficult to carry out, teaching quality is difficult to improve. Some colleges and universities in the middle of a course to replace several teachers, "private school teacher monthly change", although some of these words exaggerated, but also to a certain extent, reflects the seriousness of the flow of private college teachers.

Although the "people to promote the law" provides private schools and public schools have the same legal status, but the actual situation is: in the social security, job evaluation, evaluation and evaluation, training and other aspects of private colleges and universities teachers and public teachers compared to temporary Still can not enjoy the same treatment. For example: the majority of private colleges do not have the title of the right to review, in all kinds of evaluation and evaluation of the distribution of indicators in the first few, in addition, because there is no financial allocation, private college teachers welfare has been relying on self-sufficiency, retirement social security than the public Teachers are farther apart.

Private school teachers are basically using the employment system, teachers and schools signed a labor contract or labor agreement, belonging to the employment relationship and teachers are prone to migrant workers mentality, lack of sense of security, lack of sense of belonging to the school. The main mental characteristics of these teachers are: work is not strong, lack of innovation; do not want to be bound by the system; easy to be tempted by society; do not care about school development, too, in the face of strict management prone to rebellious. The reason for these circumstances, largely because of the lack of cultural construction of private colleges and universities, there is no ability to attract and retain the spirit of talent connotation. At present, private colleges and universities double teachers are very scarce talent, seriously hampered the improvement of school teaching quality. The goal of personnel training in private colleges and universities is to cultivate applied technical talents and improve the competitiveness of students' employment. Therefore, teachers must have good professional accomplishment and practical experience. At present, the main recruitment of private teachers is the campus graduates, the general lack of practical experience and operational skills, their own opportunities to participate in social practice less, in the teaching process is difficult to combine with the production practice, so the students born only Empty theoretical knowledge, the lack of hands-on practical ability, can not meet the actual needs of industry and enterprises. In addition, the number of part-time teachers in private colleges and universities is relatively high, mainly based on the teachers of public colleges and universities, and has been using traditional academic teaching methods. Teachers in the teaching process emphasis on theoretical knowledge of the teaching, the practice of attention to the lack of practical ability and practical ability of students is not in place, so the students and the actual employment needs of enterprises separated.

Reasons for the Formation of Teacher's Team in Private Colleges

The current public opinion generally neglect private education, private college teachers are considered "second class teachers." The orientation of the state to the private colleges and universities is "private non-enterprise units", which greatly affected the construction of teachers, affecting the flow of public teachers to private teachers, affecting the equal treatment of two types of teachers. At the same time, the community's understanding of private schools generally more one-sided which also hindered the construction of private college teachers. The lack of training mechanism and the shortage of professional talents in private colleges and universities have restricted the construction of teachers' colleges in private colleges and universities. The current policy of our government has a negative impact on the development of private schools. Although the government to promote the development of private teachers introduced a series of policies and regulations, but still not perfect is not complete, many policies in practice, the lack of operability, can not be implemented. Public college teachers are treated with reference to civil service standards, and private schools are in accordance with corporate standards, the difference is serious. Under the internal environment of private colleges and universities, the system, mechanism and salary level of teachers 'management do not only affect the teachers' work mentality, but also affect the overall teacher construction. Teachers' appointment, training, evaluation, incentive mechanism and other related systems to improve or not, can measure the private school management is scientific, whether human.

For a long time, people tend to pursue in the concept of "iron rice bowl", "preparation" is to protect the life-long rights and effective means of employment, which led to a large number of outstanding young teachers employment serious mental deformity, the formation of private school teachers have low self- mentality. Many teachers hold the wait and see attitude into the private schools, if the work pressure is not good, good treatment, the environment is good, it is intended to dry a few years, especially a lot of just graduated teachers, private colleges and universities as their own platform for the accumulation of work experience, once found a better chance, the opportunity will immediately quit job.

The Construction of Teaching Staff in Private Colleges

A good social environment is a necessary condition for the development of private education. Although the state has formulated some laws and regulations to standardize the development of private colleges and the management of private college teachers, the reality is that the implementation of relevant supporting policies and management mechanisms is still lagging behind. Therefore, we need to improve the external management of private colleges and universities at this stage.

We should pay attention to the power of public opinion to enhance the social status and image of private teachers. Social media should play a guiding role, the mass media should play a positive role in guiding propaganda, fully reported private colleges and universities in Chinese education system in the role and contribution to positive publicity private university teachers' character and ability to reverse people's old ideas, change the masses of the error and to promote the social status and image of the teachers of the private schools. The reports on the shortcomings and deficiencies of the teachers and private schools should be objective and fair, and the problems are analyzed in depth to find out the reasons and eliminate false reports and malicious reports. The education department should increase the support and encouragement to the private colleges and universities, and create a favorable social development environment for it, which plays an important role in changing the unfavorable position of the private colleges and universities in the social environment.

The support of the government is a strong guarantee for the development of private colleges and universities. Relevant management departments should be linked to each other, increase the macro-management of private colleges and universities and efforts to ensure that the implementation of the education policy, to receive tangible results. For the young teachers who take

the initiative to apply to private colleges and universities, give priority to political and economic treatment; local governments can gradually establish relevant private school teachers' funds, reward and subsidize the growth and development of private school teachers according to the actual situation. Nationwide can be public college teachers to private school part-time and teach to create favorable conditions. Chinese teacher qualification system and Japan's teacher qualification system is different from the Japanese school, whether public or private, teachers in the application must pass the qualification examination, access to service certificate. And Chinese teacher qualification system provides that must be in the work of teachers in colleges and universities have to apply for qualifications.

Chinese private colleges and universities do not have the national financial allocation, all use the way of self-financing, the school's construction capacity and construction scale depends entirely on the investor's economic strength and investment capacity. Therefore, the government departments should be in the school conditions and school funds should be formulated on the relevant policies to take the necessary measures, according to local conditions, due to time and in a variety of ways to give private colleges and universities appropriate support and funding. Local government can be issued by the grant of education subsidies to private schools to reduce taxes, give preferential policies, etc., to support the development of private schools. At the same time, but also for private colleges and universities to broaden the social investment channels for its more school funding. The government should formulate subsidy programs according to the fees and charges of private colleges and universities encourage private colleges to reduce the fees and improve the quality of running schools. In the scientific research project, job evaluation, evaluation and evaluation of all aspects of the relevant government policies should be appropriate to the private schools tilt to speed up the development and growth of private schools. For example, the Japanese government treats both national and private universities in policy, and the government's support for private universities has been increasing year by year for private universities, with special concessions on taxation and partial tax breaks, Low interest loans and so on.

Conclusion

The popularity and influence of private colleges and universities are increasing and the scale of running schools has been expanding year by year. It has become an important part of our higher education system. However, due to the educational system, the traditional concept, the government support and other objective factors, the current private college teachers' team construction is facing a huge development bottleneck. Since the Third Plenary Session of the Eighth Central Committee of the Communist Party of China (CPC), the central and local governments have continuously increased their support for private colleges and universities. To ensure the development opportunities of private colleges and universities, we must continuously strengthen the construction of teachers and improve the level of running schools so as to better meet future challenges The

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