

## Reflections on the Construction of College Teachers under the Background of "Double Ten Thousand Plan"

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**Abstract:** The construction of teaching staff is the key to the sustainable development of colleges and universities, as well as the foundation for the survival and development of colleges and universities. With the development of higher education in China, the state has new requirements for the construction of teaching staff in Colleges and universities. At present, there are many problems in the construction of the teaching staff, such as the lack of high-end talents, the lack of young and middle-aged discipline leaders and outstanding academic backbones, the low level of internationalization, and the lack of a good soft environment for talent cultivation. Therefore, in the future, we should further focus on science and education resources and talent resources, increase the introduction of high-level talents, pay attention to the introduction of top talents and high-level young teachers, cultivate young and middle-aged academic leaders and outstanding young academic backbones, improve the core competitiveness of the main force of the talent team, build a good talent environment, create an environment conducive to the growth of outstanding talents, and provide in-depth study abroad Build a platform to improve the internationalization level of the teaching staff. No matter how the times change, the position of the construction of College Teachers in our education is always crucial. Especially with the continuous development of social economy, its demand for talents also puts forward higher and newer requirements. Under the background of our country strongly advocating the return to undergraduate education, it is particularly necessary to build a faculty team that can adapt to the "double first class" and "double 10000 plan". However, there are still some problems in the process of the actual construction of the faculty. How to improve it through effective strategies to meet the needs of the development of society and the country has become an important issue for the current higher education. First of all, this paper makes a comprehensive analysis of the current situation of the construction of the teaching staff in Colleges and universities in China, and puts forward some effective suggestions based on the current situation.

### 1. Introduction

The Circular of the Ministry of education on the implementation of the "double ten thousand plan" for the construction of first-class undergraduate majors clearly puts forward that by 2021, we will strive to build about 10000 national first-class undergraduate majors and about 10000 provincial first-class undergraduate majors, which also puts forward higher and more clear requirements for the construction of the teaching staff of various universities [1]. In response to the call of the country, colleges and universities all over the country have participated in it, in order to keep up with the pace of the key construction of China's higher education in the new era. In the new era, the further implementation of the strategy of invigorating the country through science and education is conducive to the continuous growth of the teaching staff, the continuous optimization of the structure and the continuous improvement of the overall quality. However, compared with the requirements of building a strong country in higher education, there is still a large gap. As the first resource, human resource is an important innovation supply factor. How to increase the effective supply of talents, optimize the talent structure to support the rebalancing of China's economic

transformation, and improve the productivity of talent factors is an urgent task for us during the 13th Five Year Plan period. With the continuous promotion of the strategy of strengthening the country with talents and the strategy of rejuvenating the country through science and education, the state has put forward new and higher requirements for the scale, structure and level of the teaching staff in Colleges and universities. The construction of the teaching staff in Colleges and universities has become an important part of the smooth implementation of the strategy of rejuvenating the country through science and education [2]. Therefore, it is necessary to analyze the current situation of the construction of higher education teachers in China, according to the scientific outlook on development, practice the requirements of the national strategy of rejuvenating the country through science and education for the construction of higher education teachers, and build a higher education teachers team with excellent style of study, innovative spirit and international competitiveness to meet the needs of an innovative country.

## 2. The Current Situation of the Construction of Teaching Staff in Colleges and Universities in China

The proposal of "double ten thousand plan" is not only the trend of the situation, but also the inevitable outcome of China's transformation from a big country of higher education to a powerful country of higher education. Since the founding of new China, the popularity and coverage of higher education in China have been greatly improved, which is of great significance to the development of society and the prosperity of the country. Although the current scale of higher education has shown a stable development trend, its structure still needs to be further improved, and some of the problems can not be ignored.

### 2.1. Insufficient Number and Scale of Teaching Staff

At present, in the process of the construction of the teaching staff in Colleges and universities, the problem of insufficient quantity and scale of the teaching staff still exists. From the perspective of actual construction, there is still a certain gap in the number of teachers in Colleges and universities in China. In order to complete the corresponding high-intensity teaching tasks, many teachers often achieve it by shortening the time for personal ability improvement and academic research, which will have a certain impact on the improvement of teaching quality and teaching level [3]. In addition, due to the insufficient number of teachers, it will also affect the quality and level of education and teaching in Colleges and universities. According to the relevant data in Table 1, there is still a certain gap between the education quality of China's first-class universities and that of the world's first-class universities.

Table 1 Comparison of education quality of top universities at home and abroad

School indicators	Harvard University	Cambridge University	Zurich Federal Institute of Technology	The University of Tokyo	University of Toronto	University of Copenhagen	Tsinghua University	Peking University
Alumni	100	78.3	29.5	36.3	19.9	21.8	10.3	11.5
ranking	1	2	4	3	6	5	8	7

(data source: 2016 Academic Ranking page of World University of Shanghai Jiaotong University)

### 2.2. Lack of World-Class and High-Level Teachers

In the new era, in order to achieve the goal of "double 10000 plan", we need to build a world-class teaching staff, so as to keep up with the pace of the times. However, from the current actual situation, the construction of university teachers in China at this stage is still lack of the support of world-class and high-level teachers [4]. Combined with the data in Table 2, it is not difficult to find that there is a certain gap between the data of Tsinghua University and Peking University, the

famous universities in China, and those of the world. In order to narrow the gap between China's university teachers and the world's level, we need to make continuous efforts to comprehensively create talents that meet the requirements of the development of the times.

Table 2 Comparison of teachers between China's top universities and the world's top universities

School	Harvard University	Stanford University	Cambridge University	Oxford University	Tsinghua University	Peking University
Alumni Award	100	45.2	80.7	48.9	9.7	11.2
Teacher Award	100	88.5	99.8	54.2	0	0
Highly cited scholar	100	73.3	53.9	56.3	37.4	32.8
N&S thesis	100	79.2	58.1	55.1	39.2	31.5
International papers	100	76.6	71.9	78.8	79.5	76.0
Teacher performance	78.2	53.8	58.9	45.9	24.8	23.4
Academic total score	100	75.1	72.3	59.7	35.4	32.2

(data source: Academic Ranking of soft science world university in 2019)

### 2.3. Unreasonable Talent Introduction Mechanism in Colleges and Universities

Whether it is "double first-class" construction or "double ten thousand plan" construction, in order to achieve the corresponding plans and objectives, it is necessary to introduce high-level talents, so as to continuously expand the Faculty of colleges and universities in China, so as to promote the smooth progress of all work. However, from the current actual situation, in the process of introducing talents, many colleges and universities tend to focus on the impact factors of papers and the number of papers published, ignoring the ability and level of talents introduced in the aspects of training students, education and discipline construction, plus the failure of signing the employment contract to plan and assess the future work. The relevant requirements are clearly defined, so it is easy to lead to problems such as inapplicability of introduced talents and brain drain [5].

### 2.4. The Structure of Teaching Staff Training Mechanism is not Perfect

Under the background of "double ten thousand plan", in the process of building the teaching staff of colleges and universities, although colleges and universities have paid enough attention to the introduction of talents, at the same time, there is also the phenomenon of "emphasizing the use and neglecting the training". The reasons for this phenomenon are closely related to the imperfect structure of the teaching staff. Due to the lack of enough attention to the training of teachers, coupled with the lack of support of corresponding mechanisms and systems, it is easy to lead to the "young and middle-aged backbone teachers" as the main group for the training and development of colleges and universities [6].

## 3. Suggestions on the Construction of College Teachers under the Background of "Double Ten Thousand Plan"

### 3.1. Constantly Optimize the Structure of the Teaching Staff in Colleges and Universities

In view of the unreasonable proportion structure of teachers and teaching echelon in many colleges and universities, as leaders of colleges and universities, we should not only be good at finding and cherishing talents, but also further improve each link of talent introduction, so as to improve the core competitiveness of higher education in different degrees.

### **3.2. Realize the Effective Combination of Scientific Research and Teaching**

As the fundamental guarantee to promote the early realization of the construction goal of the "double 10000 plan", the construction of the first-class faculty in Colleges and universities has become the current situation of the construction of the first-class colleges and universities. In order to build a high-quality and high-level teaching staff, we need to start with the following aspects in the process of actual construction: first, we need to increase the investment in teaching funds, at the same time, we need to make reasonable and scientific standards and requirements for supporting evaluation and teacher performance, and encourage teachers to devote themselves to actual teaching and education through policies in the work; secondly, it is necessary to guide college teachers to put more energy into daily teaching; finally, it is necessary to realize the effective combination of scientific research and teaching, so as to promote the common development and progress of teaching and scientific research.

### **3.3. Constantly Improve the Evaluation System of College Teachers' Teaching**

Under the background of "double ten thousand plan", to strengthen the construction of the teaching staff in Colleges and universities, we need to start from improving the evaluation system of teaching in Colleges and universities. Only in this way can we find out various problems in the actual teaching process, so as to improve the overall teaching quality and level in Colleges and universities. In order to achieve this goal, we can start from the following aspects: first, to create a good cultural atmosphere through leadership, peers and students' evaluation of teaching methods; second, according to the actual situation of education and teaching, establish a variety of teaching evaluation indicators, and evaluate the work of teachers from various aspects.

## **4. Conclusion**

To sum up, as a key factor in the construction of "double 10000 plan", under the new background of the times, only by combining the actual reform and development of higher education at present, can we make a new construction concept and actively explore a better construction strategy, so as to create a first-class teaching staff and realize the final "double 10000 plan" Goals.

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