

Research on the Improvement of Teachers' Teaching Power in Private Colleges and Universities in Yunnan Province

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Abstract: Teachers are the primary resources of running a school, so improving the teaching power of teachers in private colleges and universities is the basic guarantee of cultivating high-quality applied technical talents. At present, compared with the rapid development of private colleges and universities in China, there are many institutional obstacles in the teaching power of private colleges and universities. Based on this, this paper first analyzed the reasons for the shortage of teachers' teaching power in private colleges and universities, and then put forward the strategies to improve teachers' teaching power from the internal conditions and external management.

1. Introduction

In the list of private colleges and universities published by the *Ministry of Education* in June 2018, there are 20 private colleges and universities in Yunnan, of which 9 are private colleges and universities [1]. After years of development, private colleges and universities in Yunnan Province have made good achievements and become an important part of Yunnan higher education. However, with the increase of the number of private colleges and universities and the expansion of the scale of running schools, the problems in running private higher education become more and more prominent [2]. The shortage of teachers' teaching power seriously restricts the development of private colleges and universities in Yunnan Province.

2. Reasons for the Lack of Teaching Power of Teachers in Private Colleges and Universities

2.1 The Unreasonable Structure of Teachers and the inharmonious Proportion

First, the age structure is generally relatively high. At the same time, the quality and level of running a college or university should be considered as well as the actual economic factors. Therefore, most of the teachers in the teaching staff come from retired teachers in public institutions or some other part-time teachers who were only employed from outside the university [3]. They do not need home accommodation, social security benefits, medical security and other issues, and their original unit would undertake, so the school only need to give them corresponding financial subsidies. This saved a lot of money. Secondly, the proportion of full-time teachers and part-time teachers is relatively inconsistent. The proportion of part-time teachers in private colleges and universities in Yunnan is relatively large, while the proportion of full-time teachers is relatively low. Taking Jinqiao College of Kunming University of Science and Technology as an example, the supporting data sheet of the 2014 undergraduate teaching quality report shows that by the end of 2014, the proportion of full-time teachers of Jinqiao College of Kunming University is 0.2%, the proportion of part-time teachers is 92.1%, and the proportion of foreign teachers is 7.7%, thus, the composition of teachers is unreasonable. The proportion of full-time teachers is only 0.2%, but the proportion of part-time teachers in this university is higher, which is not conducive to the stability of the teachers' team and the long-term development of the university. Private colleges and universities have not set up effective plans for teaching staff according to the actual situation, nor have they designed reasonable plans that accord with the development of teachers, which looks at everything from an economic perspective. For some short-term disciplines, teachers are hired to

teach only by employing part-time and high-grade teachers from outside school. Non-government-run teachers in private colleges and universities structure imbalance also includes title structure, academic structure, professional structure and age structure imbalance[4].

2.2 Large Wastage of Backbone Teachers and Unstable Ranks.

Private colleges and universities and other private higher schools have no national financial allocations, but they use self-financing. All the teachers employed by the school are not compiled, so the teachers are basically signed the employment system of labor contract, and their personnel relations are directly related to the talent service center[5-6]. Because of the self-financing mechanism of private colleges and universities, most private colleges and universities are not perfect in system and management. What is more, most of the private colleges and universities in Yunnan province carry out the "class-sitting" system among the teaching staff. In addition to the statutory holidays and the unified arrangement of the college holidays, teachers must spend their time staying in the university. Thus, most of the teachers employed feel inferior and lack of a sense of belonging with much work pressure, etc. There is also a system of teacher sitting in colleges and universities, which makes most teachers complain more about their work. For the teachers who have accumulated experience and obtained professional titles, they will switch jobs once they find a better time. For private students in colleges and universities, the frequent loss of teachers has serious consequences, which can not make a relatively stable group of teachers, and also can affect the survival and development of private colleges and universities. It is difficult for schools to introduce retired backbone teachers from other colleges and universities.

3. The Strategies of Improving Teachers' Teaching Power from External Conditions

3.1 To Increase Government Support for Private Colleges and Universities.

In order to optimize the structure of teachers in private colleges and universities in Yunnan province, the government needs to establish a good legal environment conducive to the development of teachers in private colleges and universities, and affirm the status and role of teachers in private colleges and universities from the legal level. Compared with public colleges and universities, private colleges and universities have great differences in the policies supported by the government, which can be found in terms of policy support, capital support and so on. The main sources of income of private colleges and universities are the tuition fees of students and the investment of investors. The actual situation is that investors rarely have sustained investment behavior in addition to completing the initial basic investment. On the contrary, they continue to obtain returns, resulting in many private colleges and universities in human resources and other aspects of investment are far lower than public institutions. Private education is also a public service undertaking, shouldering the important task of training qualified builders and reliable successors[7]. Government departments should issue relevant policies and give certain support in terms of running conditions and running funds, so that to ensure the healthy development of private education. In view of the transformation and development, the government should give support through preferential policies, reducing taxes and subsidizing the education funds per student. In terms of evaluation, project application and professional title evaluation, they should be inclined to private colleges and universities. In tax, they also should give certain preferential policies and reduce the burden of private colleges and universities, so that Yunnan private colleges and universities can be in an equal position with public universities in the introduction of high-level talents, and achieve fair and benign competition.

3.2 To Improve the Social Status and Image of Teachers in Private Colleges and Universities.

We should attach importance to the power of public opinion and give full play to the positive guiding role. Private colleges and universities are an important part of higher education. We should give full play to the role of mainstream media and network media, and fully report the important contribution and role of private colleges and universities in the educational system. We should

positively publicize the advanced deeds of teachers in private colleges and universities and promote their image and social recognition through public opinion[8]. At the same time, in view of the problems in the development of private education, we should be objective and impartial to analyze the causes of the problems and put forward countermeasures to deal with them, so that to void false reports. Departments at all levels should pay more attention to and support private education, create a good atmosphere of public opinion for its healthy development, and better complete the fundamental task of building up people by virtue.

4. The Strategy of Improving Teachers' Teaching Power from the Inside Management

4.1 To Change Ideas and to Design the Construction Scheme of Applied Teachers at the Top Level.

Training is the most direct and effective way to realize the professional development of the teachers, and is an important part of the teacher training system. The training of teachers in private colleges and universities in Yunnan province should promote the professional development of teachers, including the promotion of teachers' professional knowledge, professional skills and professional attitudes. According to the transformation and development, the aim of setting up applied technology university and cultivating applied talents, as well as designing the construction scheme of applied teachers at the top level should be came up with. We will set up a leading group on building the teaching staff at the school level and an expert committee on teacher evaluation. According to the orientation of the school's development goal and the long-term development plan, we should scientifically formulate the construction plan for the teaching staff and advance the construction of the teaching staff in an orderly manner. Moreover, we will renew the concept of construction, and start to build the applied teachers who can be qualified for the training of applied talents, so that to closely combine the construction of the team with the strategic development of the school[9]. We should strengthen the platform construction, such as building a comprehensive service platform, developing training in teachers' teaching, making scientific research and practical abilities, and helping teachers to make scientifically plan on their professional careers, as well as guiding teachers to combine their own development with school development.

4.2 To Strengthen Training and to Improve the Comprehensive Quality of Young Teachers.

Training is the most direct and effective way to realize the professional development of the teachers, and is an important part of the teacher training system. The training of teachers in private colleges and universities in Yunnan province should promote the professional development of teachers, including the promotion of teachers' professional knowledge, professional skills and professional attitudes. It is the most direct and effective way to enhance the overall quality of teachers. Strengthening the training of young teachers and establishing a cadre of teachers with strong sense of responsibility, high professional quality and excellent practical ability is an important task that needs to be done urgently in private colleges and universities. We should take the improvement of teachers' professional quality and teaching level as the goal, and taking strengthening the training and enterprise training as the means, so that to constantly improve the level of applied teachers in private colleges and universities. First, we should pay attention to the pre-job training of new recruits, and help young teachers understand the reality of school teaching work so that to master the method of growth and maturity. Second, we should strengthen the training of basic skills, improve the teaching skills of young teachers through the teaching contest held by the school, the evaluation and comparison of outstanding young teachers, so that to make the guidance of students to participate in various scientific and technological competitions.

4.3 To Combine and to Strengthen the Construction of "Double-Qualified" Teaching Staff.

The success of the deep transformation of schools depends on the transformation of teaching staff to a great extent. Therefore, strengthening the construction of "double-qualified" teachers with outstanding practical ability is one of the emphases of the deep transformation of schools. The

orientation of private colleges and universities is to build applied universities and train applied talents. We must set up a "double-qualified" teaching staff. First, strengthen the construction of the system[10]. We will establish the rules and regulations to stimulate the growth of teachers, and provide policy support for the construction of "double-qualified" teachers. Second, we will strengthen the introduction to expand recruitment channels; in addition, we will employ teachers from society directly, and introduce the full-time talents with enterprise experience and industry experience outside the school.

4.4 To Adapt to the Situation and to Perfect the Reform of Personnel Distribution System.

At present, the personnel distribution system of teachers in private colleges and universities in Yunnan province lacks the concept of "people-oriented". Maslow's "Hierarchy of Needs Theory" is an important theory in "Humanism Theory". It is of great guiding significance to formulate and perfect the personnel distribution system of teachers in private colleges and universities. The Law on the Promotion of Private Education clearly stipulates that teachers in private colleges and universities have the same legal status as teachers in public colleges and universities. However, the reality is that the social status, salary standards, welfare benefits and even post-retirement benefits of teachers in private colleges and universities are quite different from those of public institutions. This brings great challenges to the construction of teachers in private colleges and universities. In order to establish a strong applied teaching staff, private colleges and universities must give play to the advantages of system and mechanism, make great efforts in the reform of personnel distribution system, and establish a personnel distribution system that can not only attract talents but also retain talents[11]. First of all, private colleges and universities must raise the level of pay; moreover, if the salary level is higher than the public colleges and universities, they could be more competitive than others. Secondly, we can strengthen the construction of performance-oriented compensation system, expand the scope of teachers' salary promotion space, establish a long-term mechanism of salary growth, and let teachers see the hope and growth space.

4.5 To Strengthen the Cultivation of Teachers' Craftsman Spirit

The training effect of the teachers in the private universities in Yunnan is not perfect, the main reason is the teacher's wrong cultivation model and the lack of craftsman spirit. Most teachers do not realize the importance of cultivation and regard the cultivation as a waste of time. University culture is the soul of university, and the culture of a university reflects its spiritual character and value pursuit. For the private colleges and universities in the process of transformation and development, it is necessary to establish a unified "knowledge and practice culture" system, and to carry forward and cultivate the spirit of craftsmen spirit that strive for excellence among teachers and students. We should integrate the craftsman spirit into the campus culture construction, and let the teacher accumulate the craftsman spirit in the osmosis, making it become a kind of cultural consciousness of the teacher to carry forward the craftsman spirit. Cultivating the craftsman spirit of teachers is conducive to "treating university culture, industrial culture, vocational culture, traditional culture and natural culture as a complete cultural ecosystem and creating meticulous and meticulous culture, so that to form the mode of cultural education with the spirit of craftsman as the core."

5. Summary

Teachers are the main body, the center and key links of running a university; in addition, it is also the core guarantee of talent training. Private colleges and universities must strengthen the construction of teachers and set up a high level applied teaching staff to adapt to the development of transformation. Only in this way, can private colleges and universities develop wider and wider on the road of transformation and development, train more high-quality applied talents, and better serve the industry and regional economic and social development. Further, only in this way, can they achieve the goal of transforming and developing high-level applied technology universities with distinctive characteristics at an early date.

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