

A Study on the Stability of Teachers in Private Colleges and Universities in Nanchang, Jiangxi Province

Honglong Xie, Qun Xia

Nanchang Institute of Science & Technology, Nanchang, Jiangxi Province 330108

Keywords: Private College, teaching staff, problems, stability.

Abstract: With the continuous development of education in China, private colleges and universities have become an important part of higher education, and the number and scale of private colleges and universities are increasing year by year. The development of private higher education, on the one hand, meets the growing cultural needs of the people and makes a great contribution to the improvement of the quality of the whole people. On the other hand, more and more problems of private universities have gradually emerged. What is more prominent is that the stability of the teaching staff has always been relatively poor. Because of its pivotal role, the instability of teachers in private universities directly affects the long-term development of private universities. Therefore, it is very necessary to study the stability of the teaching staff of private universities.

1. Introduction

With the continuous development of education in China, private colleges and universities have become an important part of higher education, and the number and scale of private colleges and universities are increasing year by year. In 2020, there are 19 private colleges and universities in Nanchang, accounting for 35.8%. The development of private higher education, on the one hand, meets the growing cultural needs of the people and makes a great contribution to the improvement of the quality of the whole people. On the other hand, more and more problems are emerging in private colleges and universities. What's more outstanding is that the stability of the teaching staff has always been relatively poor. As the main body of the school, the teachers of private colleges and universities plays an important role in the development process of private higher education. The instability of teachers in private colleges and universities directly affects the future development of private colleges and universities. Therefore, it is necessary to study the stability of teachers in private colleges and universities.

In November 2016, the Standing Committee of the National People's Congress revised the law *on the promotion of private education* and decided to take effect on September 1, 2017, which fully affirmed the status and role of private education in the development of education in China. At present, private higher education in China is developing rapidly. The instability of teachers in private colleges and universities will affect and hinder the healthy development of private higher education. Therefore, it is of great significance for the sustainable development of private higher education to stabilize the teaching staff.

2. On the stability of teachers in private colleges and universities

After the 11th five years plan, Nanchang private colleges and universities in Jiangxi province implemented a strategic transition from scale expansion to quality improvement, paying more attention to the improvement of teaching quality and better serving students. With the advancement of this process, the stability of teachers in Nanchang private colleges and universities is more prominent. If it is not improved as soon as possible, it will hinder the long-term development of private education. The stability of teachers in private colleges and universities is mainly reflected in three aspects: salary, professional title promotion and working environment. In the investigation of some private colleges and universities in Nanchang, Jiangxi Province, it is found that these three aspects are not ideal. Most teachers have larger complains, which is much lower than the

satisfaction of public colleges and universities. In view of this, private colleges and universities in Nanchang, Jiangxi Province are facing the following problems:

2.1 The number of teachers is insufficient and the quality is bad

At present, one of the practical problems of teachers in Nanchang private colleges and universities is that there are too many part-time teachers and too few full-time teachers. Among the full-time teachers, the number of teachers with high degrees and titles is very small, and the number of doctors is seriously insufficient. Most of the full-time teachers have master's and bachelor's degrees, and the professors are also seriously unqualified. Many of them have junior and intermediate titles. Among the part-time teachers, the employment of part-time teachers is a means for private colleges and universities to save costs and reduce school running costs. The characteristics of part-time teachers are strong mobility, poor stability and inconvenient management, which is a great challenge for private colleges and universities to improve teaching quality and management level.

2.2 Unreasonable age and title structure of teachers and high pressure for promotion

According to the analysis of the survey data, in the private colleges and universities in Nanchang, Jiangxi, the age and professional title structure of teachers are very unreasonable. At present, the proportion of young teachers under the age of 35 is too large, accounting for about 70%. The backbone of young and middle-aged teachers is very scarce, and the construction of the team of teachers lacks the backbone. Generally speaking, the greater the proportion of young teachers, the worse the stability of the teaching staff, the more people with low professional titles, the greater the pressure for promotion. The superposition of these two factors brings double difficulties to the construction of teachers in private colleges and universities, which must be highly valued.

2.3 Poor stability of the teaching staff

As the main group of private colleges and universities, teachers are the pillar force to stabilize the teaching order and guarantee the teaching quality. The stability of ordinary teachers is directly related to the stability of the teaching order and the quality of students' training, which must not be ignored. However, the teachers in private colleges and universities are very unstable. The proportion of teachers who have worked for more than five years is very low. Nearly half of the teachers are new teachers in the past three years, and more than half of the teachers leave the school after they are evaluated as associate professors. If this situation is not reversed in time, it may have a serious impact on the development of private colleges and universities in Nanchang, Jiangxi Province.

2.4 The working environment is full of depression

Every year, there are many teachers resigning in Nanchang private colleges and universities in Jiangxi province, and then the school recruits new teachers to come in. Although it is said that the turnover is too frequent and the number is too large, it brings unstable psychological factors to the teachers. The new teachers have less training, more classes and no grinding, so the teaching quality is not high, and many teachers have heavy tasks. There are a lot of materials to deal with the inspection, and there is no corresponding compensation, which leads to the depression of the atmosphere, the resentment of the work, and the poor spirit of safety, education and happiness.

2.5 Low salary

The salary structure of teachers in private colleges and universities in Nanchang is relatively simple, most of which are composed of basic salary and class fee. The basic salary is linked with the professional title. The new teachers are the lowest in basic salary and class fee. The main way for young teachers to get more salary is to have more classes. On average, teachers in private colleges and universities have four or more classes a day, because the number of full-time teachers is relatively small, There are too many teaching heads, so we have to prepare for classes every day. There is a lot of work pressure. The working age salary is about 20 yuan a year, and the total salary is very low after one year. The huge teaching pressure and the low salary that do not match with it

are easy to frustrate the enthusiasm of teachers, thus causing a great mobility of teachers in private colleges and universities. The reason for the low salaries of teachers in private colleges and universities is that the sources of funds are different. The salaries of teachers in public colleges and universities are subsidized by the government, and the salaries of teachers in private colleges and universities are derived from the tuition fees of students. Therefore, the students in private colleges and universities in Nanchang are the life of the school, and the enrollment in summer vacation every year is the continuation of life. This situation directly leads to the low quality of students in private colleges and universities, and the teaching quality and student management are also greatly affected, which brings great challenges to the discipline construction and professional development of private colleges and universities in Nanchang city.

3. Strategies for the stabilization of teachers in private colleges and universities

Under the background of the transformation from Nanchang private colleges and universities to application-oriented undergraduate colleges and universities, in order to transform and upgrade their majors and improve their subject level, we should first stabilize the fundamentals, stabilize the teachers through effective means, enhance their self-confidence and sense of responsibility, and build a professional teachers' team with stable personnel, reasonable structure and excellent quality.

3.1 Raise wage

Nanchang private university teachers' salary and payment standards are set by the university itself, and the salary of private university teachers mainly comes from students' tuition, there is no guarantee for teaching staff. In view of the phenomenon of low salary and unstable payment of teachers in private colleges and universities, private colleges and universities can appropriately increase the basic salary of teachers in order to realize the treatment and retention. At the same time, in view of the fact that some private colleges and universities in Nanchang encounter poor financial situation, the local government should provide financial support to private colleges and universities in terms of policy and finance, so that private colleges and universities in Nanchang can improve the treatment of teachers. Teachers in Nanchang private colleges and universities have made great contributions to local education and teaching, comprehensive stability maintenance and spiritual civilization, and they should be treated the same as teachers of public colleges and universities.

3.2 Import middle-level and high-level teachers actively

Cultivating and importing backbone teachers, especially discipline leaders, and spending a lot of money to importing high-level talents who can take the responsibility of professional transformation and discipline upgrading. The overall goal is to have teachers with senior professional titles, accounting for about 30% of the total number of teachers. As academic leaders of disciplines, they can understand and master the development situation of majors, and grasp the training objectives of students. The middle-level professional titles are the teaching backbone of the school and the main guarantors of the teaching quality. They need to reach about 50% of the total number of teachers. Building a high-level academic backbone team that can take on important tasks will provide guarantee for promoting the discipline and specialty construction of private colleges and universities.

3.3 Expand training and further study channels and strengthen democratic management

In terms of teachers' participation in training and further education, governments and education departments should give the same support to private university teachers in terms of policies, funds and quotas, so that private university teachers can improve their quality through training and further education, and private university can also select some excellent teachers to study and train, so as to improve teachers' professional quality and professional level. In addition, further implement the construction of Nanchang private university teachers' rights protection organization, establishing an organization that can not only represent the majority of teachers' rights and interests, but also fully playing the role of democratic participation and supervision, and getting help in the first time when

the rights and interests of private university teachers are damaged.

3.4 Improve social security and welfare system

The national social security system is an effective way to protect the rights and interests of teachers in private colleges and universities. The imperfection of the local government's social security system in private colleges and universities has a great impact on the enthusiasm of teachers in private colleges and universities, thus affecting the construction of teachers in private colleges and universities, further damaging the stability and development of private colleges and universities. The equal status of teachers in Nanchang private colleges and public colleges can not only be defined on paper, but also be implemented in practical actions. Private colleges and universities are defined as private non enterprise units. In order to save the cost of running a school, most private colleges and universities set the local minimum standards in pension, medical care, provident fund and other aspects. Only by establishing a unified social security system for teachers and improving the social security of teachers in private colleges and universities, can the worries of teachers in private colleges and universities be solved.

3.5 Improve local policies and regulations

Law is the best way to protect the rights and interests of teachers. The imperfection of the current legal system has a great impact on the rights and interests of teachers in private colleges and universities. For teachers in private colleges and universities, they should be treated fairly in legislation, and teachers in public colleges or private colleges and universities should be protected equally. Governments need to improve relevant laws and regulations. On the basis of national policies and laws, they can formulate local relevant policies and continuously improve local laws and regulations in order to better protect the legitimate rights and interests of teachers in private colleges and universities. Therefore, with the development of higher education and the protection of teachers' rights and interests in private colleges and universities, we should further refine local laws and regulations and make clear legal provisions from the aspects of teachers' salaries, social welfare treatment, participation in democratic management, etc.

4. Conclusion

With the development of economy and society in China, the scale of private higher education will further expand. It is estimated that by 2021, the market scale will reach 140 billion yuan, the number of students in school will reach 8 million, and the penetration rate of higher education will rise to 24%. In this way, the scale of teachers in private colleges and universities in Nanchang, Jiangxi Province has also expanded. Therefore, it is a great good thing for private college teachers, private colleges and universities, and local education to stabilize the teachers and promote the sustainable and healthy development of private higher education.

Acknowledgement

This paper is supported by the research project of Jiangxi education science "13th five-year plan" in 2020. The project number is 20YB243.

References

- [1] Qi Wang, Ming Chen. Problems and countermeasures in private colleges and universities in Jiangxi Province [J]. Jiangxi Education, 2008.
- [2] Yan Chen. On the protection for teachers' legal rights and interests in private colleges and universities in China [J]. Hubei Today, 2012.
- [3] Xu Hu. On the problems and countermeasures for the protection of teachers' rights and interests in private colleges and universities [J]. Journal of Seeking Knowledge Guide, 2017.

[4] Mingli Luo, Yang Liu. On the protection of teachers' rights and interests in private colleges and universities in Jiangxi province [J]. Examination Weekly, 2017.

[5] Bo Gong. The current situation and countermeasures for teachers' rights and interests in private schools [J]. Literature Education, 2018.