

## Thoughts on the construction of college teachers under the background of "double 10000 plan"

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**Abstract:** The "double 10000 plan" strategy has opened a new era of key construction of China's higher education. This paper discusses how to reform the construction of teaching staff in Colleges and Universities under the background of "double 10000 plan" to meet the needs of talent training.

### 1. Introduction

No matter how the times change, the position of teacher team construction in education is very important. Especially in today's society, the mission and responsibility of College Teachers in education is particularly important. On the premise that the state vigorously advocates the return to undergraduate education, the construction of college teachers should formulate new ideas and strive to build a new era teachers team suitable for the "double first-class" and "double 10000 plan", so as to truly realize the construction goal of first-class universities and first-class majors. Therefore, the construction of teaching staff should be a problem that higher education must face.

### 2. The era orientation of the construction of College Teachers under the background of "double 10000 plan"

In April 2019, the Ministry of Education announced the notice on implementing the "double 10000 plan" for the construction of first-class undergraduate majors, which is an important measure after the notice on publishing the list of world-class universities and first-class discipline construction universities and disciplines announced by the Ministry of education in 2017. In the new era, China's higher education is undergoing unprecedented changes<sup>[1]</sup>. The construction of teaching staff has always been an important focus in the development of higher education. The success or failure of the construction of first-class universities depends on the construction of first-class undergraduate majors, and the construction of first-class undergraduate majors is inseparable from the first-class teaching staff. Therefore, the key factor in the construction of the "double 10000 plan" is to build a world-class teaching team. At present, colleges and universities have taken the construction of teaching staff as a particularly important factor in the construction of the "double 10000 plan".

### 3. Current situation of the construction of teaching staff in Colleges and universities in China

#### 3.1 Insufficient number and scale of teaching staff

In 2004, Circular of the Ministry of education on printing and distributing the indicators of basic school running conditions of ordinary colleges and universities (for Trial Implementation) The notice clearly points out that the student teacher ratio of ordinary colleges and universities shall not exceed 18:1, otherwise the enrollment scale will be limited, and the student teacher ratio of ordinary colleges and universities will be 17.56:1 in 2018. It is generally believed that the student teacher ratio is the balance point of school running cost and school running quality. The lower the student teacher ratio, the richer the teacher resources. Internationally, the student teacher ratio of higher education is usually 14:1<sup>[2]</sup>. For example, the student teacher ratio of world-famous universities Harvard University and Cambridge University is less than 10:1. However, Famous universities in China The student teacher ratio (such as Tsinghua University and Peking University) is higher than

that of world-famous universities, and the national average student teacher ratio is higher than the international standard. This result shows that there is a shortage of higher education teachers in China. In order to cope with the high-intensity teaching work, college teachers often reduce the time for personal quality improvement and academic research. It can be seen that teachers have high-intensity teaching Teaching workload is bound to affect the improvement of teaching quality and teaching level.

### **3.2 Lack of world-class high-level teachers**

The construction of the "double 10000 plan" needs a world-class teaching staff as a guarantee. The Academic Ranking of soft science world university is based on the number of alumni who have won the Nobel Prize and fields prize (hereinafter referred to as "alumni Award"), the number of teachers who have won the Nobel Prize and fields prize (hereinafter referred to as "teachers Award"), the number of scholars who have been cited most frequently in various disciplines (hereinafter referred to as "highly cited scholars"), and in nature and science The equivalent number of papers published on (Science) (hereinafter referred to as "n & s papers"), the number of papers included in the Science Citation Index (SCIE) and Social Science Citation Index (SSCI) (hereinafter referred to as "international papers"), and the division mean value of the scores of the above five indicators (hereinafter referred to as "division average performance"). And other six indicators to rank the academic performance of world universities. According to the academic ranking data of soft science world universities in 2019, there is still a big gap in the teachers of well-known universities in China compared with world-famous universities<sup>[3]</sup>. Therefore, China's colleges and universities need to continue to increase the introduction, and strive to cultivate and build an influential team of scientists, discipline leaders and teachers in the international academic frontier.

### **3.3 Unreasonable talent introduction mechanism in Colleges and Universities**

Whether it is the construction of first-class universities or the current "double 10000 plan", the introduction of high-level talents is an important work for the construction of college teachers. What is a high-level talent? From the talent recruitment announcements or talent introduction documents of major domestic universities, it is not difficult to find that colleges and universities often limit the important indicators of talent introduction to the requirements of paper impact factors, number of papers published, number of citations and whether the introduction of talents can complete the quantitative administrative indicators, ignoring the importance of Introducing High-level Talents in three complete education, student training Promoting discipline construction<sup>[4]</sup>. At the same time, in order to achieve the number of high-level talents, colleges and universities did not mention the specific work planning and assessment requirements in the future when signing the employment contract with relevant experts, which brought hidden dangers to whether they can retain and use well and introduce high-level talents.

### **3.4 Unperfectful structure and training mechanism of teachers**

At present, the core work of teaching staff construction is still talent introduction. At the same time, there is a traditional concept of "emphasizing use rather than training". There is not enough attention to the training of teachers and sustainable development, and a sound and complete training system of University Teachers' structure has not been formed. From the published "double first-class" university construction plan, it shows that all colleges and universities lack attention and policy guarantee to the overall school teacher group in terms of teacher team construction, and focus their work on cultivating and developing the group of "young and middle-aged backbone teachers"<sup>[5]</sup>.

## **4. Suggestions on the construction of high-level teachers**

### **4.1 Strengthen top-level design and optimize the structure of Teachers**

Many colleges and universities in China have problems such as unreasonable proportion structure of teachers and lack of teaching echelon. Leaders of colleges and universities should have

the "insight" of knowing talents and the "public heart, enthusiasm and selfishness" of cherishing talents, establish the core idea of talent introduction, comprehensively consider all links of talent introduction, unswervingly take the road of connotative teacher team construction, and improve the competitiveness of higher education in essence. First, talent training and talent mining are carried out simultaneously. The second is to deal with the internal relationship between the stability and flow of teachers reasonably and scientifically<sup>[6]</sup>. Third, the faculty should broaden the academic structure, recruit well-known professors and outstanding scholars through various channels, and enhance the attraction of high-end colleges. With the highest purpose of building a "pyramid" teaching staff, introduce and cultivate "spire" leading talents, vigorously develop "tower middle" backbone teachers, excavate and cultivate "tower base" new forces, and strive to create a high-level teaching staff with reasonable structure and long-term development.

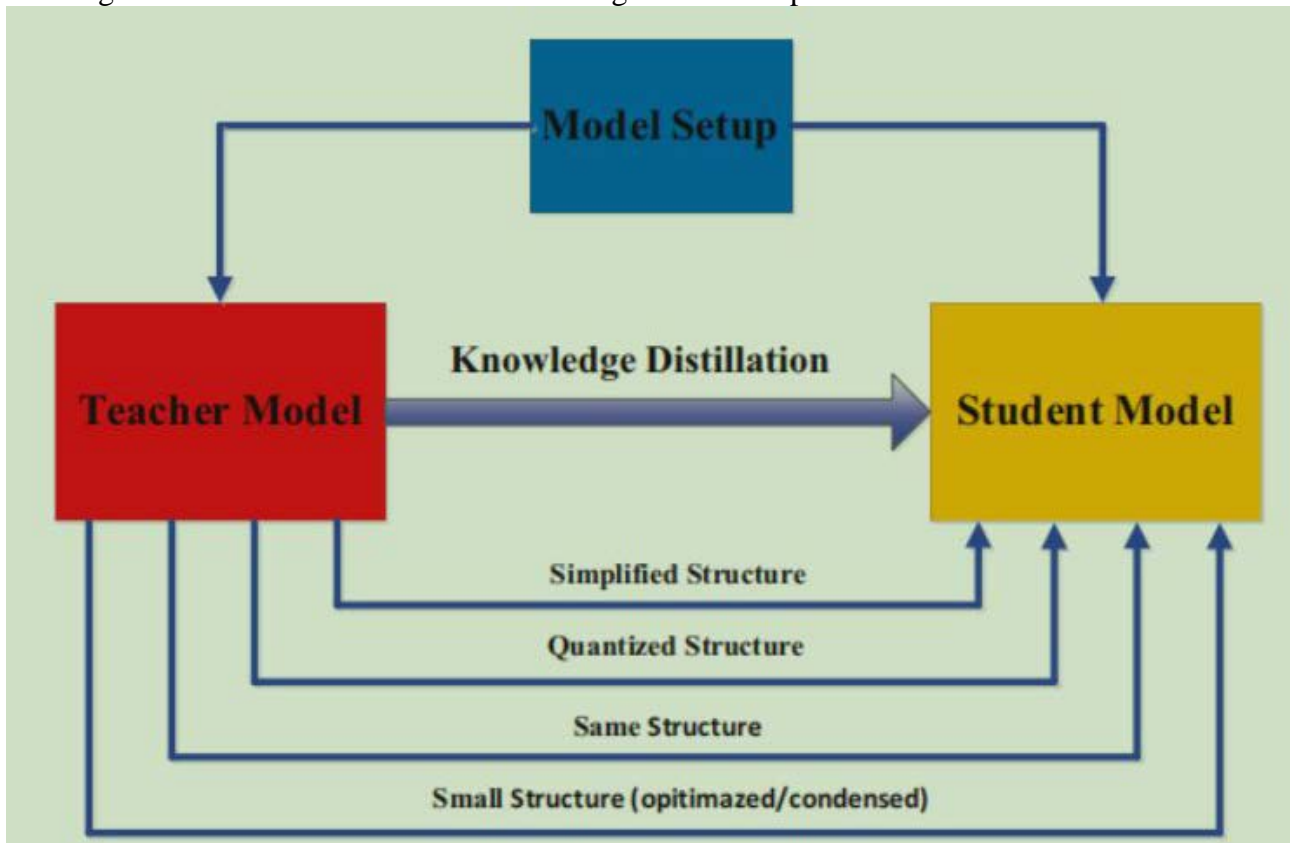


Figure 1 Structure of Teachers

#### 4.2 Combine scientific research and teaching

At present, the understanding of "undergraduate is the foundation of University" is consistent in the field of international higher education. Many world-famous universities regard undergraduate education as the most important connotation of building a first-class university. The first-class teachers are the fundamental guarantee to promote the construction of the "double 10000 plan". How to establish a high-quality teaching staff, first, we should increase the investment in teaching funds. Based on this, give priority to ensuring the investment of financial funds in teaching; At the same time, the school should formulate relevant policies, including professional title evaluation and teaching performance, and focus on Teachers' performance, so as to encourage teachers to carry out teaching research and improve the overall teaching level. Second, we should guide teachers to invest more energy in teaching<sup>[7]</sup>. The longer teachers spend on teaching and the more energy they invest, the more novel teaching methods they adopt, and the teaching quality will be improved. To achieve this goal, we must ensure that teachers can get a matching return after spending a lot of time and energy. Third, we should promote the teaching mode of combining teaching and scientific research. According to the actual situation, teachers bring more scientific research achievements into the classroom, realize the integrated system of teaching and scientific research, cooperate with

industry and education, integrate theory with practice, constantly improve and enrich the classroom teaching content, realize the real combination of teaching and scientific research, promote each other and seek common development.

### 4.3 Improve the teaching evaluation system

The establishment of evaluation mechanism with teaching quality as the core is to better face the problems in teaching, so as to improve teaching quality and teaching level. First, we should cultivate a good culture of teaching evaluation. Whether leaders evaluate teaching, peers evaluate teaching, or students evaluate teaching, its purpose is to improve teaching quality and improve teaching level. In this process, students are undoubtedly the biggest beneficiaries, and teachers can continuously improve teaching methods and change teaching contents through feedback from leaders, peers and students. Second, we should build a diversified teaching evaluation index. Teaching and scientific research are important standards for teachers' academic level. They can not be measured with the same ruler, but should be evaluated differently. In view of the complexity of the teaching process, the principles of teaching evaluation should follow the principles of large dimensions, many subjects and various forms. The evaluation indicators should cover all aspects of the teaching process, so as to promote students' interest in learning and improve the quality of classroom teaching<sup>[8]</sup>. Third, we should pay attention to the role of students' teaching evaluation results in teaching evaluation. Students are not only the direct experience of teaching links, but also the core force in the whole teaching quality supervision system. Therefore, students' teaching evaluation is an important part of teaching quality monitoring in Colleges and universities. Colleges and universities should strive to change students' inherent thinking of teaching evaluation, fully listen to the voices of students, guide students to actively participate in teaching evaluation, and let students sincerely feel the important role of teaching evaluation, so as to attract students to more actively participate in all links of classroom learning.



Figure 2 Teaching evaluation system

### 4.4 Improve the teacher training system

The construction of teaching staff in Colleges and universities should not only rely on the introduction and evaluation of high-level teachers, but also pay attention to the development and cultivation of existing teaching staff. The school should establish corresponding incentive system, relevant training and development mechanism to provide a good working environment for the ability improvement and healthy development of existing teachers and improve the overall level of

existing teachers. First, in order to promote teachers to continuously improve their ability and level, we should formulate a scientific and reasonable teacher reward and promotion mechanism. Second, we should establish a regular and long-term mechanism for teachers to visit abroad, let more teachers "go out" through various ways, cultivate teachers' international vision, and understand the talent training mode of world-famous universities and the international cutting-edge academic trends and research results. Only in this way can we cultivate and build a first-class teacher team matching with international well-known universities. Third, we should pay attention to the key role of the school teacher development center platform in the construction of high-level teachers. Teacher development center serves to improve teaching quality and is an institution to promote the development of college teachers. Colleges and universities should fully rely on this platform to create a teacher training model suitable for the sustainable development of the University, provide teachers with a working environment to improve their teaching level and quality, and better contribute to the construction of the "double 10000 plan".

## 5. Conclusion

Under the background of the new era, the concept and training mode of talent introduction in Colleges and universities should keep pace with the times and forge ahead. We should take national policies as the guidance and discipline development as the direction, select and make good use of talents, and build a world-class teaching team for the construction of first-class universities and the "double 10000 plan".

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