

The Research on Western Local Normal College Faculty Construction ---taking X normal university as an example

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Abstract:

The western local normal colleges are the important parts of promoting the development of the local Elementary education career in China, while the weakness of the local normal college teachers restricts its sustainable development. Through analyzing the status quo of X Normal university faculty, inducing the factors of restricting the sustainable development of the local normal college teachers and refining some effective measures in promoting the local normal college teachers' construction, which will be helpful to boost the local normal universities' healthy development of the teaching staff.

Keywords: west, local normal universities, faculty, construction

Introduction

The National Medium and Long-Term Plan for Education Reform and Development announces strategic objectives that our country should basically realize the modernization of education by 2020, form a learning –type society and enter Human resource powers, all of which have cleared about the priority to the development, education-orientation, reform and innovation, and fair promotion, quality improvement, and put forward new requirements for strengthening the construction of teaching staff. Since the eighteenth congress, President Xi put forward that education is the foundation of the revitalization of the Chinese nation and social progress, and achieving the great rejuvenation of the Chinese nation is the important mission that the general education workers currently shoulder. From that, you can see how important the teacher is for promoting social progress. For colleges and universities, Mei Yi-qi, the famous headmaster in Tsinghua University, once said "the so-called university has not only tall buildings, but also great masters". Former President of Harvard University Conant also once said, "the honor of a university lies not in its

campus and the number of people, but rather in its generations of high-quality teachers; if a school wants to hold up, the teachers must be good". It also explained how important the university teachers are. Nowadays, in a university, teachers' academic level not only directly reflects the overall level of the university and talent training quality, but also is the important basis when students, parents and community evaluate the quality of teaching. How to attract and cultivate a batch of excellent teaching staff has become an important part of colleges and universities development strategy. The local normal colleges in the construction of teachers meet lots of "room" and "embarrassment" which many central city colleges haven't encountered. This paper, based on the study of X Normal University teaching staff construction, comprehensively analyzes the problems existing in the construction of teachers team, and puts forward the corresponding measures, in order to give the local normal universities some enlightenment in the teachers troop construction.

1. The present condition analysis on X Normal University teachers

With enrollment expansion of colleges and universities across the country, higher education scale of local normal universities also has developed rapidly, and the demands for teachers have surged a lot. While because of the constraints and influences of natural, geographical and historical factors, and the cultivating ability, attracting ability and retaining ability for teachers in local normal universities are insufficient, so these factors have caused the shortage of local normal universities' teachers. Losing large numbers of talented persons severely restricts the local normal colleges' teachers echelon construction, which makes the existing teachers' structure irrational and less highly educated teachers and professional teachers. So they are badly in need of high-level technical talents, subject leaders especially academic leaders. This paper has done an analysis on the specific condition of X Normal University teachers, in order to understand the present situation of the western local normal colleges' teachers.

In X Normal University, currently there are 1650 full-time teachers, including 195 professors, 394 associate professors, 318 people with a doctorate, all kinds of national, provincial expert teacher counting a total of more than 80 people. As we can see, the shortage of the senior title of professional teachers, highly educated teachers and also the number of all kinds of expert teacher isn't consistent with the size of the existing more than 30000 college students. There is still a considerable gap with the development of faculty construction planning and construction of high level requirements of normal university.

2. The cause analysis of the present situation of X Normal University faculty construction

2.1 Lack of platform for teaching and scientific research

X normal university's teaching and scientific research level is still relatively low compared with the developed areas, which objectively leads to the lag among some regions of local normal colleges and universities teaching and scientific research platform's construction. In order to solve the contradiction that the school's hardware cannot meet the rapid expansion of the scale of the students, the X Normal University has land to build a new campus since enrollment. A lot of money has been used to the construction of academic buildings, student cafeteria, library and other infrastructure, while the investment for teaching and research platform is much less. And the N city where X Normal University is located in doesn't have big pillar industry. And schools not only cannot combine with local governments and enterprises to construct

laboratory, nor production-teaching-research combination of scientific research platform. Coupled with historical reasons, X Normal University has not been authorized to confer doctoral degrees, provincial key discipline construction of key laboratories, provincial department and provincial key laboratory lag behind, so there is a lack of high level platform for teaching and scientific research.

2.2 Lack of geographical advantages

The N city where X Normal University located in is a secondary city in the western areas of our country, which has more than 200 kilometers from the provincial capital city and the surrounding provincial cities. This leads to the fact that these local universities cannot compete with universities in the central cities on the introduction of talents; some people prefer to go to the colleges in the central cities rather than go to X Normal University. The lack of geographical advantage makes X Normal University unable to retain a high level of talents, as well as a huge loss of excellent teachers whom they paid great efforts to cultivate. And geographic location of X normal university, to a certain extent, also limits the research vision of teachers, which makes them hard to find the forefront of scientific research. So that the project application is usually unsatisfactory, and teachers' personal academic career development is lack of motivation, alongside lower self-appeal, and it is easy to breed satisfaction, which restricts the teachers' innovation consciousness and innovation ability to some degree.

2.3 Insufficient funds investment

On the one hand, from a national perspective, the total expenditure on education is insufficient. And what is different from higher education investment in developed countries is that our country primarily focused on the "985", "211" and other institutions of higher education's investment, and the local normal colleges funds mainly come from the province (city) of finances. Due to the influence of local finance, local government funds investment is seriously inadequate, making the gap between "985", "211" universities and the local normal universities bigger and bigger. On the other hand, since 1998, in response to higher education enrollment expansion, X normal university and other colleges and universities across the country have levied large-scale land to build the new campus to meet the expanding needs of basic educational hardware requirements. School put most of the funds into infrastructure, and borrowed a lot of money to sustain the school running, Which made X Normal University, a bad fiscal revenue for a period of time, the school funds is very tight, and unable to improve the staff treatment of life. Rising educational costs and debt service pressures lead to the school in teaching, scientific research and subject construction investment funds stretched, let alone provide teachers with excellent teaching and research platform.

3. The measures of local normal college faculty construction

Sun Yat-sen said, only if one can exert his talent everything thrives. The faculty is fundamental, strategic and decisive resources in the development of local normal universities. Under the new situation, we must highly unify idea, firmly establish a "people-oriented, talent first" philosophy, adhere to the "high-end led, key breakthrough, training and guiding, focusing on cultivating, idea breakthrough, innovation leading" policy, promote the healthy development of the school teachers team construction and management.

3.1 Regarding excellent talents' growth as the basis, create a suitable environment for the growth of teachers

Through innovative talent working systems and mechanisms, we should improve the supporting policies and measures to provide a good working environment, living conditions and development platform, and actively build respect, care, support environment and atmosphere of high-level personnel, and strive to "treatment hiring and career advancement opportunities, friendship touching, service to the people", to implement the goal of "to introduce, to retain and to use well".

First, the service consciousness should be strengthened. Actively improve working methods, improve the executive force, and improve the quality of service for talents. Schools and colleges two really care about the work and life of all kinds of personnel issues they encountered, and actively coordinate and solve problems. They should also improve preferential treatment for reduction of high-level personnel and the wage level of young teachers, rent subsidies for new teachers. under the condition of has a housing priority, the school should satisfy the high-level personnel first, and actively solve problems such as thier spouse's work, children's education.

The second is to build development platform. Related to encourage teachers' development policy, school can send young teachers to primary and secondary school credentials for exercise, which aims to cultivate the innovative consciousness and innovative ability in practice. The communication between young teachers and the enterprise should be strengthened, and the school cooperation should be actively carried out. Schools should send more backbone teachers to visit, learn and gain at home and abroad, strengthen international exchanges and cooperation, lead teachers to track international academic front, update knowledge and education ideas. Last let the young and middle-aged teachers implement employee training in rotation, trying to build the platform for teachers' development.

The third is to create a harmonious atmosphere. Insist the right public opinion direction, and guide teachers to focus on a high level of teaching and research, encourage and support teachers in academic and bold innovation, effective play to their creative ability; eliminate the phenomenon of suppressing the growth of talent, and actively build a good environment of encouraging talent selecting, talent into his career, help people to start running a good enterprise; form a work situation that everyone participate and cultivate excellent talents, recommend talents; create a democratic, loose, open and harmonious academic environment and advocate academic, literati blind date, campus cultural atmosphere of mutual respect and mutual support.

3.2 Led by high-level personnel, construct various specialties talent for talent system

A high-level personnel directly decides the subject and even a school in the domestic and international academic status and influence. We are supposed to attract and bring up a batch of leading talents with discipline front level, train a group of creative ability of the leaders, mine a great development potential of subject backbone and accumulate a batch of solid foundation for outstanding young teachers, so as to build a group of high level creative teams and academic groups.

The first one is to rely on the plan of national, provincial and other kinds of high-level personnel, setting scientific school high-level personnel posts, increasing the intensity of high-level personnel recruitment at home and abroad. Base on cultivating, strengthening the guidance, speeding up setting and implementation of the campus distinguished professor post, school should give full play to the guidance and motivation of high-level personnel position, and build a support system which is clear, clear hierarchy,

closely linked, and promoting the excellent talents a sustainable development. Strives to introduce and hire a batch of talents, the leaders, and try to gather strength to improve education quality of teaching, scientific research and social service level, and enhance the competitive advantage disciplines.

The second one is to play a high-level talent agglomeration effect, and activate the talent innovation. On the basis of the teaching of the university scientific research innovation team, key disciplines, key laboratories, research centers, excellent courses, postdoctoral innovation practice and so on, we further explore talents experimental and innovative academic team building, try to seek a new mode of team building feedback talent training. Through the team strength, train a group of the backbone of subjects and outstanding young teachers. On national implementation of the "2011 project" as an opportunity to promote distinguished professor post setting, we should continuously explore new mechanism and new methods of the echelon construction, personnel training, talents evaluation, talents incentive security and any other aspects which is correspond with the international community.

The third one is to extend the vision of choosing talents, to widen the channel of the talent selection and explore a more open and internationalized talent introduction and recruitment mode. Especially we must pay attention to the discovery and selection of the promising young talents which are under the age of 40 in the interdisciplinary field, having good educational backgrounds and larger cultivating development space.

3.3 deepening the reform of the personnel system for security, establish the sustainable development of diversified faculty support security system

First, the teacher recruitment system should be perfected. We should maintain a strict standard of teachers' "entrance". According to the needs of the size and the development of disciplines, we also need to make recruitment plan earnestly, and clear tasks and responsibilities, purposefully recruit for post requirements of talents. Then we should further standard recruit procedure, and establish the two levels of recruitment groups and leading examination groups, to secure personnel recruitment to be objective, just and open, and guarantee the quality and level of the recruitment.

Second, we should standardize teachers' management system. We should improve personnel work rules and regulations, and to provide scientific, fair and efficient mechanism of choosing and employing persons. Strengthen the unification of title appraisal, promotion, distribution of income and jobs hired, intensify management, form the merit and the elimination mechanism of talent employment, gradually establish a management system which staff can be hired, promoted or demoted job titles ,and salaries paid for their performances .

Third is to improve the teachers' employment system. We should gradually improve the guidance of the professional technical position of post appraisal, employment. Through the reform of professional technical position post appointment and examination system, we establish position post assessment mechanism and scientific and rational evaluation index system and guide the teachers in the subject construction and talent cultivation of the university as the main goal, to create an atmosphere and environment where the talents have more opportunity to stand out. And we can attract and stable talents, which give full play to teachers' enthusiasm and creativity.

Fourth is to improve the system of distribution of income. We should steadily promote the reform of distribution system, value performance, value contribution, tilt assigned to the key positions and outstanding

talent. We should make a prominent contribution to the excellent talents and give them special rewards. Under the permission of the conditions, we should try our best to improve the treatment. Giving full play to the guidance of the performance salary and incentives is to attract, stable and motivate talented people, arouse the enthusiasm of teachers' work.

3.4 Taking the teacher's ethics construction as the gripper, increase the professional and moral quality of the talent team.

One is to further strengthen the construction of virtue, to maintain and promote good style of study and academic school reputation. With the guidance of College Teachers Professional Ethics, through various forms of the teacher's ethics construction activities, such as the selection for virtue pacesetter, speech contest of moral standards and young teachers' growth report, etc., we must guide and standardize the school teachers' professional ideal, moral principles and the professional behavior, spend efforts to build long-term mechanism of a distinctive self-discipline and heteronomy teacher's ethics construction, call on the teachers to shoulder the glorious duty " teacher is the one with both high knowledge and moral integrity". Second, we should vigorously promote the document on the division atmosphere norms, and strengthen the supervision and guidance of the academic norms and academic moral, strive to make the development of the talent team stable and healthy. The third is to strengthen ethics education, at the same time, to improve and perfect the teacher's ethics; ethics should be brought into the faculty performance evaluation system, and as an important standard of teachers' performance evaluation and promotion. We should construct a working system of teaching morality and ethics construction, combined with education, institution, supervision, rewards and punishment.

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