

Analysis and Countermeasures of Problems in the Specialization Construction of Teaching Management Team in Colleges and Universities

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Abstract: This article aims to promote the development of professionalization by studying the problems and countermeasures of the professionalization of teaching management teams in colleges and universities. This article uses comparative research methods, case analysis methods and other research methods, based on the analysis of the status quo and development process of the university management team, points out the problems of our country's teaching management personnel, and uses the method of information entropy to process the collected data analysis. The major challenges faced by the professional construction of the management team of universities in my country are the serious lack of understanding of the importance of the management of specialized universities and the imperfect management system of universities. The countermeasures studied in this paper are to promote the structural adjustment of the management organization and accelerate the professional transformation of the management team. Through some of the above countermeasures and suggestions, the problem of professional awareness that 40.62% of teachers have can be solved.

1. Introduction

Since the beginning of the 21st century, China's higher education has developed rapidly, the styles of running schools have become increasingly diversified and diversified, and the internal management tasks of universities have become more onerous and complicated. The management team is mainly responsible for school administrative affairs in colleges and universities, such as handling various official documents, using effective methods to coordinate and optimize the allocation of resources, so under normal circumstances, it will be regarded as a post that does not require technical content. The imbalance in the allocation of talents between the teaching and research team and the management team is the actual ecology of the construction of the talent team in colleges and universities. A professional management team can well promote the development of the school.

The professionalization of the management team of colleges and universities refers to the

professionalization of the professionalism of administrative staff and the professionalization of job conversion. Therefore, specialization and professionalization are the essential requirements for the professionalization of the management team of colleges and universities. The professionalization of the management team of colleges and universities is not only the only way to improve the efficiency and quality of running a school, but also a compulsory homework for striving for a first-class under the background of "double first-class" construction!

The research on the professional construction of teaching management in colleges and universities is imminent. Chunjie suggested improving the level of teaching management in terms of guiding and cultivating new management and education concepts, establishing and improving a scientific and rigorous teaching management system, strengthening the construction of teaching management information, and strengthening talent training. But he did not propose an effective plan for managing the teaching system [1]. In this regard, Markina IA has identified the following social trends that need to be implemented in order to successfully manage education: expanding population education programs, and providing lifelong education, ensuring equal access to quality education, strengthening the state's role in ensuring education equity, and making effective use of education Cost, humanization and democratization. However, the idea he emphasized has many difficulties in practical application [2]. The purpose of the Elkaleh E study is to evaluate the diversity and inclusive culture and atmosphere of the students, faculty, and staff of the University of Michigan School in Dentistry, as well as the humanistic learning environment. However, their research on the professional construction of education and teaching in colleges and universities is not deep, and they did not fundamentally put forward problems and solutions [3].

This article is based on the existing research, by absorbing and learning from the existing research results, and striving to use more reasonable and in-depth methods to study the professional construction of the teaching management team in colleges and universities. The innovation of this article is the use of comparative research to reflect the characteristics and shortcomings of the professional construction of education management in universities and the necessary measures to be taken, and put forward some practical solutions.

2. Research Methods of Professional Construction of Teaching Management Team in Universities

2.1 Meaning of Professional Development of Teaching Management Team in Colleges and Universities

(1) The meaning of specialization

Specialization mostly means that in the development of a certain profession, the professionalism becomes stronger and stronger, and the proportion of professional practitioners in all practitioners is gradually increasing [4]. Through the characteristics of a certain profession, more professional requirements are put forward on the ability of practitioners, which makes this industry gradually develop into a profession [5-6].

(2) Professionalization of teaching management team in colleges and universities

The professionalization of university management personnel: The professionalization of university management personnel means that university management has become a specialized profession. The specific performance is: the use of specialized management knowledge and management skills; emphasizing the concept of service and management ethics; after long-term management knowledge training and professional training; effective university management

autonomy [7].

2.2 Necessity of Professional Construction of Teaching Management Team in Colleges and Universities

With the rapid development of the national economy, we have not only increased the quantity requirements for high-quality talents, but also increased the quality requirements. Therefore, more and more people are entering the gate of higher education, and more universities are rising on the ground. [8-9]. with the changes of the times, there are clear differences in thinking and concepts between generations and generations, and the difficulty of management is also different. This puts a test on managers. We can no longer use traditional methods to manage today's students. We need a lot of professionalism. High-quality talents who understand the laws of education come to operate and manage colleges and universities [10]. In addition, with the continuous improvement of my country's international status, the image of an educational country must be well established, and it cannot lack the support of a professional management team. While we are promoting my country's high-quality talents to go abroad, we must to attract more outstanding foreign students to study, promote our culture, and spread our education to the world [11-12]. Therefore, there is an inevitable demand for professional management teams from inside to outside.

Particularity: Under the professional management model of the management team of universities in the world, we must also review the current situation and keep in line with our own development pace. Don't copy everything, don't be too fast, be innovative, and find out through reference A special model with Chinese characteristics that is in line with its long-term development direction to achieve independent growth and healthy development [13].

2.3 Challenges Faced by the Professional Construction of University Management Teams

(1) Insufficient understanding of the importance of specialized university management

The core of university management is the sustainable development of the school. University administrators optimize the allocation of various educational resources through effective use of various management methods [14-15]. However, some people mistakenly believe that the management of colleges and universities only needs to provide good services, without professional knowledge, and no need to innovate in management methods.

(2) The university management system is not sound

The university management team lacks a qualification system and there are too many internal institutions in the university. The establishment of internal organization is similar to that of party and government agencies, and its management and operation are also consistent with the government management model [16]. Overlapping functions of management agencies often occur, with unreasonable organizational structure, unclear division of labor, unclear responsibilities, and bloated staff [17].

2.4 Application of Information Entropy in Teaching Management of Colleges and Universities

In a sense, the education system is a complex information system including people [18-19]. The introduction of information input methods should provide educational researchers with effective methods for analyzing educational information processing systems. The basic formula of entropy is

:

$$S = \int \frac{dQ}{T} \quad (1)$$

However, Boltzmann later studied the relationship between S and thermodynamic Ω [20], the expression is:

$$S \propto \ln \Omega \quad (2)$$

Among them, Ω is the number of corresponding microscopic states in the macroscopic state of the corresponding system. In 1900, after Planck proposed Boltzmann's constant k, he obtained the Boltzmann relation.

$$S = k \ln \Omega \quad (3)$$

Thermal entropy is the measure of interference in natural systems. The Ω is the larger, the greater the number possible in the physical system. From a micro point of view, this system is more diverse and has no rules to follow.

The value of the random variable is uncertain. Before random experiments, only the probability distribution of each value was known. After random experiments, the accurate price was obtained, and the uncertainty was completely eliminated. The information entropy function is:

$$H(p_1, p_2, \dots, p_n) = -\sum_{n=1}^1 p_n \log p_n \quad (4)$$

When there are multiple random variables, in order to distinguish the entropy of different random variables, the entropy can be written as H(X), H(Y) to represent the entropy of X or Y respectively.

Entropy has a series of useful properties, the basic ones are:

$$H(p_1, p_2, \dots, p_n) \leq \log n \quad (5)$$

Where the equal sign is true, if and only if $H = \log(i=1,2,\dots,n)$, this indicates that the entropy of the equal probability field is the largest when the number of basic events (states) is the same:

$$H(p_1, p_2, \dots, p_n) \geq 0 \quad (6)$$

Let Y be another discrete random variable, call H(X, Y) the joint entropy of X and Y, and call H(X | Y) the conditional entropy of X under the condition that Y is known, then:

$$H(X, Y) = H(X) + H(Y) \quad (7)$$

$$H(X|Y) \leq H(X) \quad (8)$$

$$H(X|Y) \leq H(Y) \quad (9)$$

3. Research Experiment on the Professional Construction of Teaching Management Team in Colleges and Universities

3.1 Significance of Specialization Construction Research

Our country has less research on the professional construction of teaching management in colleges and universities, and started relatively late. This paper selects six colleges and universities

in a certain province to conduct specialization construction research, discovers existing problems from the teaching management team of colleges and universities, and actively listens to the opinions of students and teachers on professional construction, so as to formulate practical solutions that can solve practical problems countermeasure research plan.

3.2 Experimental Research Process of Specialization Construction

First of all, this article adopts the action research method to conduct research and investigation on the faculty and students of colleges and universities, explore the problems existing in the professional construction of the teaching management team, and collect everyone's solutions on the spot, and propose their own solutions. In order to make the argument more pertinent and persuasive, this article compares the results of domestic research and foreign research, compares the effects of the proposed countermeasures with the previous ones, and provides specific examples for the countermeasures to solve the problem. Finally, through conversations with some college teachers, listen to their questions and opinions on the professional construction of college teaching teams, grasp first-hand information, and apply the proposed countermeasures to the construction of a college team in a certain province and investigate the results Effect, so that the countermeasures and suggestions put forward are more targeted.

3.3 Statistical Analysis

All mathematical statistical analysis is completed on SPSS17.0 statistical software package, using H test and t test.

4. Research and Analysis on the Professional Construction of Teaching Management Team in Colleges and Universities

4.1 Status Quo of Professional Construction of Teaching Management Team in Colleges and Universities

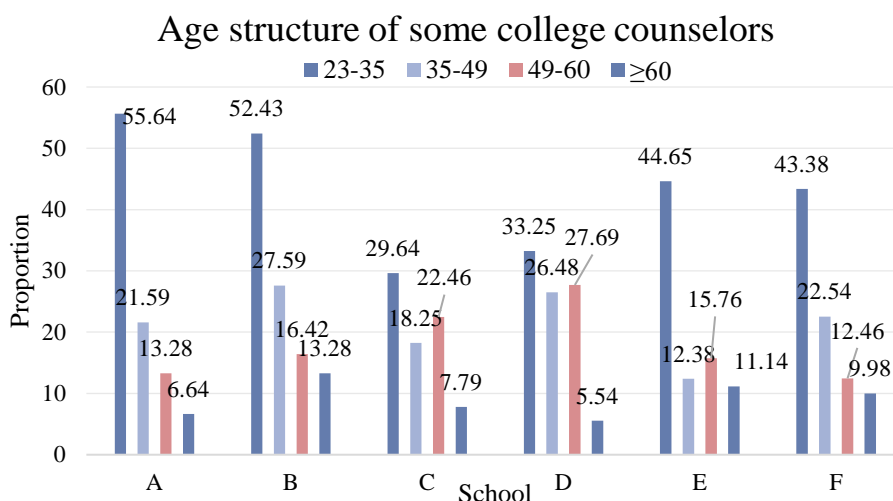


Figure 1: Age structure of some college counselors

From the data in Figure 1, it is obvious that the current university teaching management team in

the province is relatively young, with 23-35 year-old counselors accounting for the majority. Although young education managers are energetic, passionate and enthusiastic at work, young managers do not have rich work experience. They are relatively simple to encounter problems and look at problems, and they are also prone to impulsiveness. In contrast, middle-aged managers have worked for many years. Has accumulated rich work experience and life experience, so young and middle-aged managers should be combined in the management team of college teachers to help each other, learn from each other, promote each other, learn from each other, improve the work efficiency of the entire team, and promote the process of professionalization.

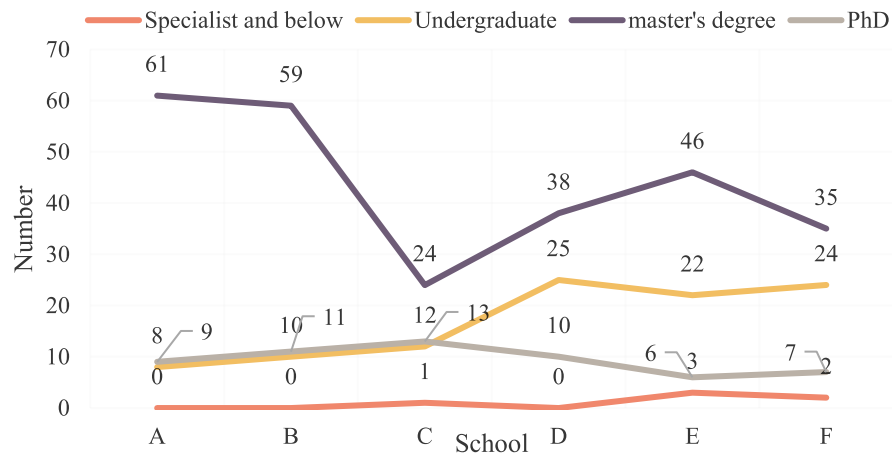


Figure 2: The degree structure of the teacher management team in some universities

It can be seen from Figure 2 that, from the perspective of the structure of academic qualifications (degrees), the majority of college education management teams have a master's degree, the proportion of those with a bachelor's degree or less is relatively small, and the proportion of those with a doctoral degree is serious low.

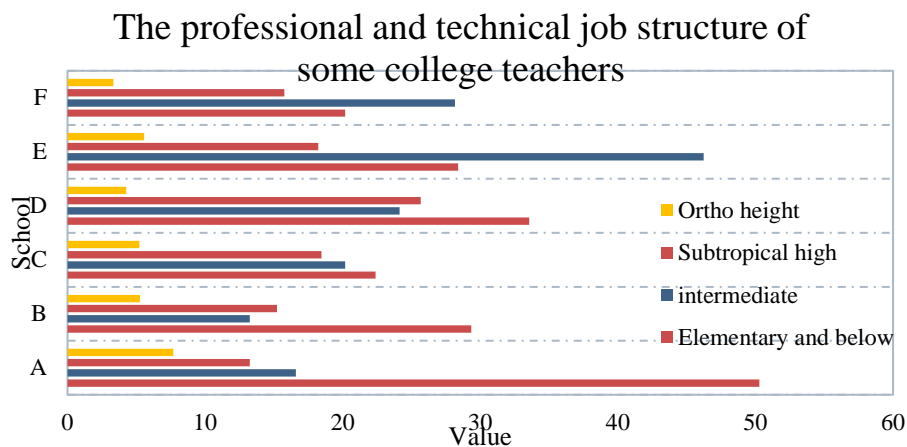


Figure 3: The professional and technical job structure of some college teachers

It can be seen from Figure 3 that at present, the professional and technical job structure of the college faculty management team in the province accounts for a large proportion of professional degrees below the intermediate level, and junior titles account for the largest proportion.

4.2 Problems in the Professional Construction of University Teacher Management Teams

Table 1: The reasons for your dissatisfaction at work are usually

Options	proportion
Work cannot be recognized by the leader	33.58
Lose interest in the job itself	16.24
Existing work pressure	34.56
Not getting along well with colleagues around	13.12
No chance to learn at work	23.28
No help from the leader at work	14.76
Feel that work has no future	45.23
Low income	21.33
Work is not paid enough attention	21.54

It can be seen from Table 1 that the main problems existing in the current university education management team are the low level of team stability and insufficient job satisfaction. I have no confidence in this profession, and regard education management as a "transition" and "springboard" for choosing a career, which has led to this post gradually becoming a "transition" to alleviate the employment pressure of young people, instead of treating education management as a lifelong career. Resulting in the low degree of stability of the current college education team in the province.

Table 2: The most desirable motivating factors for you are

Options	proportion
Increase income level	58.76
Promotion	78.65
Professional Training	40.62
The task is challenging	16.58
Rich work tasks, a sense of accomplishment, and fun	50.32
Compliments from colleagues and understanding of leaders	1.23
Family support	5.86

It can be seen from Table 2 that, in addition to adapting to the changes in its role and environment, the professional construction of the teaching management team in colleges and universities has to alleviate the work pressure. Faced with the full-time characteristics of the post, there is a huge confusion about promotion. Will the position be recognized and affirmed, what is the method of recognition and affirmation, whether it can be expanded in professional development, whether there are promotion opportunities in professional prospects, how to be promoted, and what is the promotion space? It has become the professional development of teaching management in colleges and universities. Dilemma, this is also the lack of the professional construction of the current university teaching management team.

4.3 Countermeasures and Suggestions for Improving the Professional Construction of University Management Team

Different universities have their own characteristics, and their management systems and levels are also different, but they should all play the dual role of academic and administrative. In terms of departmental structure, it is necessary to promote the structural adjustment of management organizations; focus on streamlining and accelerate the professional transformation of the management team; two-pronged approach, combining professionalism and professional ethics; focusing on the long-term, formulating long-term career development plans; institutional

innovation, creating a professional management team the new ecology of development.

5. Conclusion

This article is mainly to analyze the problems and countermeasures of the professional construction of the teaching management team in colleges and universities. Through collecting and interviewing the opinions and existing problems of students and teachers, we propose countermeasures and solutions one by one, adjust the direction of professional team building, and promote the process of professional team building. Aiming at the problems of weak teacher professionalization awareness and imperfect professionalization construction management system, this article proposes to promote the structural adjustment of management organizations, accelerate the professional transformation of management teams, combine professionalism with professional ethics, and create professional development of management teams in new ecology and other countermeasures. The innovation of this article is the use of comparative research to reflect the characteristics and shortcomings of the professional construction of education management in universities and the necessary measures to be taken, and put forward some practical solutions. The shortcomings of this article are that the scope of the selected research objects is relatively narrow, and richer research data is needed to test the feasibility and effectiveness of the countermeasures.

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