

Exploration and thinking on the integration of teaching management and teaching and research in colleges

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Abstract: As one of the important contents of the daily work of colleges, the quality of teaching management is directly related to the effectiveness of teaching work, and has a great impact on the improvement of the quality of talent training in colleges. Judging from the development of teaching management in colleges in the past, relevant personnel only focus on administrative affairs and do not pay enough attention to teaching and scientific research, resulting in low teaching management level and difficulty in ensuring the quality of talent training. Therefore, relevant colleges and their teaching administrators should keep pace with the times in practical work, change traditional work concepts and methods, fully integrate teaching and research with teaching management, effectively improve their own teaching management level, and provide an important guarantee for cultivating more outstanding talents. In view of this, this paper takes the importance of the integration of teaching management and teaching and research in colleges as the starting point, first analyzes the relevant factors restricting the integration of teaching management and teaching and research in colleges, and then puts forward some countermeasures and suggestions on how to promote the effective integration of the two for reference.

1. Introduction

With the increasing attention of people to education, higher requirements are put forward for the teaching quality of higher education. Nowadays, with the deepening of China's higher education reform, how to further improve the quality of teaching has become a common concern of colleges, and this needs to start from teaching management to ensure the scientificity and effectiveness of teaching management. Whether it is a college, vocational college or primary and secondary school, its teaching quality and school running level will be affected by its own teaching management level. Therefore, in the reform of higher education in the new era, colleges should actively explore the integration path of teaching management and teaching and scientific research, and effectively improve the quality of teaching management, so as to provide an important guarantee for cultivating more high-quality talents.

2. The Importance of the Integration of Teaching Management and Teaching and Research in Colleges

2.1. Master the Laws of Teaching

The main content of teaching management is to manage the teaching work, and the fundamental of this work is that the teaching management personnel understand the teaching laws of college education, and even be able to know the teaching laws of different majors and different courses, so as to better guide the development of teaching work, improve the relevant teaching system and scientifically evaluate the teaching behavior of teachers. Promoting the integration of teaching management and teaching and research provides an opportunity for teaching managers to understand and master teaching rules, so that they can better complete teaching management work and give full play to the value and utility of teaching management.

2.2. Study Educational Theories

As the main body of the implementation of teaching management in colleges, if the teaching management personnel do not have a comprehensive grasp and thorough understanding of relevant educational theories, they will inevitably be unable to effectively carry out teaching management, which will also have a great negative impact on the high-quality development of teaching work. By integrating teaching management with teaching and research, it can promote the learning of relevant educational theories by teaching managers, and deepen their understanding of educational theories in practice, so as to effectively carry out teaching management and improve the efficiency of talent training ^[1].

2.3. Mobilize the Enthusiasm of Teachers and Students

In the past, the teaching management work of colleges was basically based on administrative affairs, and many teaching administrators did not know much about the situation of teachers and students, so the teaching system formulated and some teaching activities arranged were difficult to get the recognition of teachers and students, let alone enable them to actively cooperate and participate in teaching management, resulting in low quality of teaching management. However, in the context of promoting the integration of teaching management and teaching and research, teaching administrators will have a comprehensive understanding of the situation and needs of teachers and students, and formulate a scientific and feasible teaching system based on this, so that teachers and students will recognize and actively participate.

2.4. Seek Work Innovation

In the process of college education and teaching reform, the innovation of the teaching management system is a very important part, but if the teaching management personnel do not pay attention to teaching and research, they cannot really understand the importance and necessity of reform and innovation, let alone ensure the effectiveness of system innovation, management concept innovation and model innovation, thus bringing certain obstacles to the development of colleges. On the contrary, on the basis of the integration of teaching and research and teaching management, teaching administrators can clearly understand the development of the school's teaching work, master the teaching laws and relate educational theories, and lay a good foundation for seeking work innovation.

2.5. Establish a Sense of Service

In the new era, college teaching administrators need to re-understand what teaching management is, although its core is management, but it is essentially serving teachers and students. As we all know, the quality of teaching management directly determines the quality of teaching effect, if you blindly adopt an administrative command management model, it is difficult to get the cooperation of teachers and students, and the teaching order cannot be guaranteed. In this case, by promoting the integration of teaching management and teaching and research, teaching managers can establish a sense of service, change the traditional cognition of teaching management, and take the initiative to understand the needs of teachers and students, so as to create good conditions for the high-quality development of teaching work.

3. The Relevant Factors Restricting the Integration of Teaching Management and Teaching and Research in Colleges

3.1. The Content of the Work is Complicated

In the process of integrating teaching management and teaching and research, the most critical thing is that teaching managers need to participate in teaching and research, but from the current development of teaching management in colleges, many teaching administrators are involved in administrative affairs, especially in the absence of advanced technology support, the completion of these work often takes a lot of time and energy, so that it is impossible to free up too much time for teaching and research, let alone promote the practice of teaching management and teaching and research. In addition, most of the teaching administrators are women, and if they cannot be freed from heavy administrative work, they need to eliminate family chores and reduce the time with their families, so that they can have more time for teaching and research, which is obviously not feasible and easy to cause resistance and disgust among teaching administrators.

3.2. The Structure of the Team

Based on the analysis of the teaching management personnel of some colleges, it can be seen that some of them have strong teaching and research capabilities and corresponding disciplinary backgrounds, but there are also many teaching managers who are older, have low education and low professional titles, which is very unfavorable to promoting the integration of teaching management and teaching and research.

3.3. The Promotion Channel is not Smooth

Teaching managers in colleges generally have high professional titles, especially some middle and high-level teaching administrators, so their demand for professional titles is not very large, or there is a lack of further promotion channels, so they basically just complete their own work in their daily work. At the same time, compared with professional and technical senior titles, teaching managers are usually at a disadvantage in the competition for positions, and many times can only be promoted by staying up for years, in this case, the enthusiasm of teaching managers to participate in teaching and research is obviously not high ^[2].

3.4. There is a Disconnect between Teaching Management and Teaching and Scientific Research

Influenced by traditional ideas and working mechanisms, there is an obvious disconnect between teaching management and teaching and research in colleges, simply put, many teaching managers do not pay enough attention to teaching and research, and lack certain teaching and research capabilities, and only complete some administrative affairs in daily work, and do not have a strong motivation to participate in teaching and research. In addition, the teaching management departments of most colleges lack contact with the teaching and research departments, and many times they are separate, resulting in a serious disconnect between teaching management and teaching and research. In addition to the above problems, some colleges because of their incomplete understanding of teaching management and teaching and scientific research, feel that teaching management should be the center in their daily work to ensure the quality of teaching work, so they ignore teaching and scientific research, and even put the two on the opposite side, which is not conducive to the deep integration of the two.

4. Countermeasures and Suggestions for the Integration of Teaching Management and Teaching and Research in Colleges

4.1. Establish and Complete Relevant Work Systems

In order to promote the active participation of teaching managers in teaching and scientific research and promote the integration of teaching management and teaching and research, colleges need to sound and improve relevant systems, and at the same time establish some new systems according to actual conditions. For example, in the old teaching management system, there is a lack of effective communication mechanism between teaching administrators and teaching and research personnel, which will affect the teaching administrators' in-depth understanding of teaching and scientific research and affect the effective integration of the two. Under this circumstance, a scientific and effective communication mechanism should be established to facilitate effective communication between teaching management personnel and teaching and research personnel, and promote the effective integration of teaching management and teaching and scientific research. For some of the systems that need to be improved, it is necessary to reasonably reduce or increase the actual work and needs, for example, in terms of the assessment system, the traditional assessment system does not pay attention to the content of teaching and scientific research, which will lead to the integration of teaching management and teaching and research cannot be carried out smoothly, which needs to be improved for this part of the content in order to stimulate the enthusiasm of relevant personnel to participate in this work. For example, the personnel recruitment system also needs to be adjusted accordingly, simply put, in terms of personnel recruitment, it is necessary to add content with relevant disciplinary background or teaching and research experience, so as to ensure that the newly hired personnel meet the requirements of the current work, so as to provide a basic guarantee for promoting the integration of teaching management and teaching and research.

4.2. Attach Importance to the Education and Training of Relevant Personnel

In promoting the integration of teaching management and teaching and research, the ideological concepts and professional abilities of teaching managers are the main influencing factors, and colleges should conduct corresponding education and training for them. First of all, in terms of ideology, it is necessary to change the concept of "teaching service is inferior", so that it can correctly understand the essence and value of teaching management. Secondly, it is necessary to carry out

education and training in terms of professional ability, for which some faculty and staff in the school can be regularly organized to conduct internal exchanges to share their experience and shortcomings in teaching management and teaching and scientific research, so as to help them develop ideas and improve themselves. In addition, it is also necessary to actively organize and arrange relevant personnel to participate in some off-campus training activities to broaden their horizon and vision, so as to avoid detours in the integration of teaching management and teaching and research. Finally, provide them with various platforms, resources and opportunities for self-learning, such as sharing knowledge about teaching management and teaching and research for relevant personnel through WeChat public accounts, intranets and other channels, and help them learn more about theories ^[3].

4.3. Provide Technical Support

The integration of teaching management and teaching and research is a relatively complex work, in this process requires the school to provide technical support, which mainly accelerates the construction of teaching management informatization, so that the school's teaching management system can keep up with the development needs of this work. Although some colleges have increased investment in systems and personnel, due to insufficient technical support, teaching managers cannot get rid of the heavy work and lack the practice of participating in teaching management and teaching and research. In addition, by improving the teaching management system, it is convenient for teaching managers to understand the current teaching work and teaching and research, which has an important impact on promoting the deep integration of teaching management and teaching and research.

5. Conclusions

In the context of the continuous deepening of higher education reform, colleges need to continuously improve the quality of their own talent training, so teaching work has always been the focus of daily work in colleges, and the teaching management team, as an important force to organize, coordinate and ensure the smooth development of teaching work, needs to change the traditional work concept at the moment, deeply recognize the importance and necessity of the integration of teaching management and teaching and research, and enhance management awareness, so as to promote teaching management innovation and improve the quality of talent training. In specific practice, college teaching administrators should not only realize the significance of the integration of the two, but also comprehensively analyze the relevant factors that restrict the full integration of the two based on the actual situation, and put forward effective countermeasures and suggestions, so as to lay the foundation for promoting the high-quality development of China's higher education.

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