

Discussion on the Ways to Realize Teacher-oriented Management in Colleges and Universities

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Abstract: Colleges and universities, in order to give full play to the initiative of each teacher, can better fulfill personnel training, scientific research, social services and the function of cultural heritage. "Teacher-oriented" management has been mentioned several times, from state leaders, down to the ordinary teachers. However, in the practical work, it is compromised. Many university teachers are "tired" because of the pressure. Higher education should adhere to the mass line, and solve problems, and only in this way, the higher education quality can be improved.

1. Introduction

The development of a college related to all aspects of the many content, but the first thing is the construction of teacher team. Implement talent strong school strategic, strengthening the construction of teachers' team, is essential to promote the rapid development of college. With a sufficient quantity, structure optimization, good quality of the teachers, is an important guarantee for the disciplinary construction, teaching and research work. University Teachers in addition to taking on the job of teaching, but also bear the scientific research and social service task. A high level of University, will need to take more scientific research and social service work. If the teacher shortage, is bound to cause per teacher teaching workload. In China's colleges and universities, the proportion of teachers is extremely unreasonable. In some schools, administrative and logistical service personnel even more than full-time teachers. The teacher had to busy teaching, teaching quality is difficult to guarantee, scientific research to attend, causes a direct result of this phenomenon. Therefore, the main work to straighten out the University, optimize the proportion of all staff, let the teachers become the subject, in order to build a high-level university. In the add the number of teachers at the same time, should improve teacher's structure. It is necessary to add the scientific research ability of the teachers, to supplement the teaching effect good teacher. Let the teaching, scientific research type teachers

play their proper role, give full play to each faculty strengths, and improve teaching, research, social services and other aspects of the work carried out smoothly.

2. Provide supports for the growth of teachers

Each person's growth process, excellent teachers, reward and punishment cannot rely on the meeting established. Teachers in universities, schools and colleges have the duty to support the growth of young teachers through a variety of ways. For example: there are plans to send teachers to study abroad or doctoral degree; occupation development planning school and teachers' personal jointly formulate teachers; the establishment of teacher development fund. To create the conditions for work, make the young teachers become the main force of scientific research and teaching as soon as possible. Teaching is the teachers' work the most important, in order to let the young teachers as soon as possible to gain a podium, can through the old with the new, the organization of young teachers teaching competitions, lectures and other measures to each other, help them improve the quality of teaching. Scientific research is another important work of young teachers. The new teacher is mostly young doctoral and postdoctoral, entered the first few years for the project is difficult, therefore, school development planning team, encourage young teachers to join the research team, through scientific research training, and gradually raise the level of scientific research, as soon as possible so that they become the teaching and scientific research of the protagonist.

3. Construct the incentive mechanism of University Teachers

In the institutions of higher education system, teachers are a special and important group, the thinking oriented, quality, capacity size, plays a key role in leading the development of the cause of education. Therefore, in the college education system must be established in the "Teacher centered" management concept, improve the incentive mechanism, arouse the teachers' inner motivation and potential, and form a good environment and scientific research personnel education and give full scope to the talents of outstanding talent showing itself, so as to maximize the realization of the four major functions of universities school. Therefore, needs to carry out the system innovation in University, the construction of teachers' incentive mechanism, increase efficiency. Outstanding contribution to teachers shall be commended and rewarded, in appraisal, title promotion and so on to give more opportunity, is to form a "respect labor, respect for talent, respect knowledge, respect the contribution" in atmosphere. According to the teaching, scientific research, teaching and research are classified to establish and perfect the incentive mechanism of salary, inspire all kinds of teacher's intrinsic vitality and motivation, diversification of distribution material formed linked with the intellectual contribution incentive system, distribution form a truly heavy performance, contribution incentive mechanism, arouse teachers' work, devoted to the cause of education actively and creative.

4. Concern the teacher life, and strengthen the emotional incentive

The leaders of all levels should care more about teachers' work and life, to help solve their problems as far as possible, let them feel the warmth of the organization. To create a harmonious atmosphere of the University, so that they can confidently engaged in teaching and research work. Personnel are emotional animal, teachers are the main body of education, on one hand, respect teachers, concerned by teachers of teachers; on the other hand, strengthen communication and exchanges, enhance the cohesion of the school. Managers must be good at using the emotional strength to stimulate, infection, school teachers, to make them feel warm, so as to stimulate their deep motivation and potential, to make more contributions for the teaching and scientific research.

5. Speed up the pace to the administration of university professors

At present, the tendency of administration of higher education in our country is highly concern and widespread criticism of the society. Faculty Governance is a universal feature of high-level university. But the administrative trend of colleges and universities in China increasingly strong undoubtedly hindered the improvement of higher education quality. "Professorial governance" is a feasible method to university "to the administrative". Faculty Governance is a main way of the university professor in participating in school management. Its positive significance has been extensive international experience prove. Therefore, we should first start from the respect academic rules, characteristics of academic organizations and management, gives the professor groups participating in the school management and decision-making, in order to speed up the University "to the administrative" process. "Professor to participate in the" not only to individual participation in school decision making, but also to "the professor committee" reflects the collective opinions and suggestions of professor. At the same time, to promote the academic activities of the University "to the administrative", must strengthen the department level management authority, to enhance teachers' academic freedom and autonomy, so as to solve the decision lacks pertinence and scientific problems. At present, the University in terms of academic administration often-unfair allocation of academic resources, academic lack of scientific decision-making and other phenomena, the school level management system must be very difficult to adapt to the development of the various disciplines. Gradually realize the professors, not only can promote the scientific decision-making of school, and is to follow the mass line, an important measure to exert teachers' participation in school management.

6. Improve the remuneration of teachers

To improve the quality of teachers, more talent, more achievements in scientific research, needs the teachers of high quality, this is the construction of teacher's foothold. But how to improve the quality, how to make high-quality "potential" become high-quality "kinetic energy", reflected in the results of teaching, scientific research work, need to solve the dynamic problem. The enthusiasm of the teachers, not only depends on the ideological and political work, cannot ask teachers only devotion. If the teacher's income cannot guarantee an adequate food and clothing, not least the living conditions, how can teachers' heart flutter at work? How can we study assiduously, efforts to improve! If the unfair social distribution, external and internal treatment gap is too big, how can we stop the backbone teacher "jumps floozy" or engage in second occupation? How to attract outstanding doctoral, returnees choose teacher this occupation? Because the salary system design and system in our country, university teacher treatment not all of a sudden increase. However, as the leadership, should open up more channels, strive for more financial support; at the same time, the streamlining of agencies and personnel, and improve the benefit of running a school. Higher education in China has made hitherto unknown development in recent years; the state investment in higher education has also increased. However, higher education still has a long way to go.

In order to improve the status and treatment of teachers, we can take the following four measures. First, strengthen the construction of teacher's morality. They should strengthen the education of teachers' professional ideals and professional ethics, and regard the performance of teachers' ethics as the primary content of teacher appraisal, employment and appraisal. Second, improve the level of teachers' abilities. It is necessary to improve the system of teacher training and training, optimize the team structure, and continuously improve teachers' professional standards and teaching ability. For primary and secondary schools, focusing on rural teachers, improving the overall quality of primary and secondary school teachers. For vocational colleges, the emphasis is placed on "double-qualified

teachers" to strengthen the construction of teachers in vocational colleges. For colleges and universities, it is necessary to focus on young and middle-aged teachers and innovation teams and build a team of high-quality university teachers. Third, improve the status of teachers. We must continue to improve teachers' work, living conditions and learning conditions and attract more outstanding talents for long-term education and lifelong teaching. Through deepening the reform of the income distribution system of public institutions, the implementation of job performance system, implementation of tilt policy, according to the law to ensure that the average salary of teachers is not lower than or higher than the national average wage of civil servants, and gradually increase. At present, teachers' performance salaries in the national compulsory education schools have been put in place. At the same time, they have also implemented lean policies on salaries and professional titles of teachers who have long been educated in rural grassroots and remote areas with hardships. We also need to implement and improve our teachers' social security policies and make great efforts to honor teachers and educators who have made outstanding contributions. Fourth, improve the teacher's management system. Strict teacher qualification system, the development of teacher qualification standards, deepen the reform of personnel system in education institutions, the full implementation of the employment system, strengthen job management, the implementation of open recruitment, improve the liquidation mechanism, enliven the employment system, to stimulate teachers' enthusiasm and creativity. We should deepen the reform of the title system and establish a talent evaluation system that focuses on performance and requires moral, intellectual and other qualifications. Formulate and improve teacher preparation standards, strengthen the management of principals, promote the specialization of the principal, improve the management level and so on.

7. Conclusion

Paying attention to and meeting the needs and arousing the enthusiasm of teachers is an important part of innovating teaching management mechanism in colleges and universities. We must thoroughly study the needs of teachers and maximize the satisfaction of reasonable needs so as to achieve the "best incentive". Efforts should be made to develop the teachers' creativity, judgment and willpower, develop the teachers' potential for wisdom, respect the teachers' subjectivity and initiative, and take the all-round development of teachers as the ultimate guide. Specific practices are: First, attach importance to the material needs of teachers. Improve teachers' welfare and benefits under the circumstances, improve their work and living conditions, and strive to achieve first-rate talents, first-rate treatment and first-rate compensation, and achieve the goal of treating and retaining people. Second, attach importance to the spiritual needs of teachers. Respect teachers' work, combine respect with strict requirements, understand the strengths of each teacher, and give full play to the talents of each teacher. On this basis, establish a fair and just, equal competition, premeditated appointment, to break the qualifications of teacher appointment system, to carry out protection of teachers teaching personality and creative teaching management evaluation. Finally, the implementation of democratic participation of teachers in the flexible management mode, so that teachers from passive management to self-management. The implementation of democratic flexible management requires the correct understanding of the value of teachers in the management of colleges and universities, affirming that teachers are both the object of management and the subject of management. It is necessary to break the traditional mode of administration and establish the core of teachers in running schools Status, carry forward academic democracy, improve, standardize and perfect the school's counseling, decision-making, implementation and monitoring system to ensure that teachers participate in school management or have their own opinions on teaching management right to encourage teachers to think about the school's work strategy, fully Play the enthusiasm and initiative of teachers.

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