

Research on the construction of teaching staff in Colleges and Universities Based on the cultivation of Applied Talents

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Abstract: with the continuous development of modern society, the demand for Applied Talents in various fields is rising. Therefore, the cultivation of applied talents has become the key direction of university education. However, in order to improve the quality of applied talents training in Colleges and universities, we must pay attention to the construction of teaching staff in Colleges and universities. From the perspective of university education, the level of university teachers determines the quality of applied talents training. Therefore, the teaching staff is the core of the whole college education system, and it is also an important support for the reputation image of colleges and universities, and the key to innovative development. In view of this, based on the perspective of applied talents training, this paper explores and discusses in detail how to build a high-quality teaching staff in Colleges and universities, and puts forward relevant construction strategies, hoping to provide reference for the construction of high-quality, high-level and high-quality teaching staff in Colleges and universities.

Key words: applied talents training; College teachers; Construction of teaching staff

Colleges and universities shoulder the important task of transporting high-quality talents for the society, and its fundamental purpose is talent training. In the development of education and teaching, the most powerful driving force is from the teaching staff of colleges and universities. In higher education, the education system is the core, and it is the faculty that constitutes the education system. It can even be said that the Faculty of colleges and universities is the most valuable wealth in higher education. They not only determine the final quality of talent training in Colleges and universities, but also determine whether colleges and universities can carry out sustainable development, It even plays a vital role in the future development of colleges and universities. Therefore, colleges and universities should not only pay attention to the education and teaching of students, but also invest a lot of energy in the construction of teaching staff to ensure the high level of teaching staff. In terms of the current development of colleges and universities, there are two ways to build the teaching staff, one is to incubate from within the colleges and universities, the other is to introduce external teachers. In terms of specific construction, there is still much room to play. In addition, with a strong teaching staff in Colleges and universities, the quality of education will also be improved, so the image and reputation of colleges and universities will naturally be improved, and a large number of students and high-quality teachers

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will flock to colleges and universities, so that colleges and universities can enter a virtuous cycle of positive development and achieve greater results. In a word, it is an important task for every university to build a high-quality teaching staff and improve the quality of applied talents training.

1 The inevitability of constructing the teaching staff of colleges and universities with the goal of Cultivating Applied Talents

1. The training goal of "applied talents" meets the macro demand

As the main position for transporting high-quality talents for the country, colleges and universities' main direction of education is actually based on the demand of the country, society and various industries for talents. From the perspective of the current requirements for talents in China, in addition to requiring students to have innovation ability, they should also have discipline literacy and long-term ability. From this point of view, Nowadays, what our country needs in the development is high-quality personnel with sustainable creativity, solid foundation and advanced thinking. Students' innovation and creativity are based on excellent professional level, and have strong practical ability, which can integrate knowledge resources and make them higher. But in the higher education system, the main focus of education is theoretical research. Therefore, in the current situation of college education, it is difficult to cultivate excellent applied talents, which is attributed to the problems in the teaching system and the need for college teachers to adjust in time. Therefore, in the construction of teaching staff, colleges and universities should pay attention to their ability bias, set up relevant education system, teaching process, training purpose, etc. from the perspective of applied talents training, and recruit talents based on this, the purpose is to cultivate students' application ability. As long as the training goal of applied talents is determined and integrated into the construction of the teaching staff in Colleges and universities, students can become applied professionals in line with the new era through high-quality teachers' team and professional education system.

2. The construction of teaching staff needs a clear goal

The construction of the teaching staff in Colleges and universities is based on the improvement of the quality of education in Colleges and universities as the ultimate goal. Strengthening the teaching staff is to improve the educational strength of colleges and universities and create a good reputation in the industry. At this stage, the internal teaching team in Colleges and universities has strong qualifications and background, which is remarkable in terms of both academic qualifications and teaching ability, and has unique views on education. However, the construction of teaching staff in Colleges and universities should not only be carried out to improve the ability of students, but also to determine an exact development direction, and then carry out vertical construction around this direction, and let teachers "show their magic powers" when moving in the overall direction, carry out educational design around the goal, and achieve the ultimate educational achievement of colleges and universities, Provide a large number of high-quality applied talents for the society. Therefore, colleges and universities can take "applied talents training" as the overall direction of college education, provide sufficient power for the construction of teaching staff, and improve the effectiveness of the construction of teaching staff.

2 Problems in the construction of teaching staff in Colleges and Universities Based on the cultivation of Applied Talents

1. Unreasonable structure of Teachers

In terms of the construction of teaching staff in Colleges and universities in China, there are many problems in the structure of teachers: first, the number of teachers with senior professional titles is small; Second, the age distribution of school teachers shows the characteristics of "polarization", that is, the number of young teachers is large, and the number of middle-aged backbone teachers is small; Third, the distribution of teachers is not balanced enough, and the number of teachers in some specialties is saturated, while some specialties are not enough teachers; Fourth, there are a large number of part-time teachers in the teaching staff of colleges and universities, lacking teachers with "double qualification" quality.

2. Insufficient number of professional leaders

Compared with research-oriented and teaching research-oriented universities, application-oriented universities have a weak faculty. The reason for this phenomenon is that most of the faculty in Colleges and universities are fresh graduates. Although they have high academic qualifications and professional teaching ability, they lack practical experience and are still in the initial stage academically, There is no professional leader, leading to lack of the high-end leading force of the teachers, and ultimately construction progress and quality are not ideal.

3. The construction of young teachers' professional ethics needs to be strengthened

In the process of cultivating applied talents in Colleges and universities, due to the large number of young teachers, there are some defects in Teachers' ethics. For example, most young teachers pay more attention to the teaching effect and the degree of students' mastering knowledge, and do not teach from the perspective of "education", which may also be due to less teaching experience; Due to the rules of professional title evaluation, some young teachers are utilitarian, so they focus on professional title promotion or academic research, resulting in unsatisfactory educational effect.

3 Strategies for the construction of teaching staff in Colleges and Universities Based on the cultivation of Applied Talents

1. Strengthen the introduction of talents and do a good job in talent development planning

In order to build a high-quality teaching staff, colleges and universities need to strengthen the introduction of talents. The specific approach is to set certain standards in the introduction of talents, strengthen the introduction of talents with rich practical experience and strong innovation ability, take the discipline and specialty construction and teaching team construction as the core guidance, and introduce high-level talents, so as to promote the effectiveness of college education, improve the quality of applied talents training. After the introduction of talents, colleges and universities need to establish a scientific, standardized and efficient system for the professional education system and the cultivation of applied talents, so that new talents can maintain their enthusiasm for teaching, and ensure to give full play to their value in the professional education system, the cultivation of applied talents and the construction of high-quality teaching staff. The introduction of talents in the construction of teaching staff in Colleges and universities is not achieved overnight, but a directional goal that requires colleges and universities to formulate a long-term plan to stabilize and adhere to the implementation. While strengthening the introduction of talents, it is also necessary to make a detailed plan for the development of talents after entering colleges and universities, and give them a good development path, so that they can grow rapidly. In addition, some colleges and universities link talent development with human resources, which is a conceptual error. The essence of human resources is basic management, focusing on the construction of system and talent management. The development path of talents in Colleges and universities is the strategic deployment of colleges and universities, with the focus on people-oriented, With the spirit of long-term ISM to promote the sustainable development of colleges and universities in the future.

2. Establishing the management mechanism of teaching staff suitable for the cultivation of Applied Talents

(1) Establish and improve the talent recruitment system

First of all, colleges and universities should take the school running purpose and professional characteristics of their own colleges and universities as the standards for recruiting talents, and establish the corresponding perfect system. According to the system, talent recruitment is implemented, which not only guarantees the quantity of talent recruitment, but also ensures the quality of talent. Secondly, colleges and universities should make full use of the talent recruitment system to ensure the college's educational standards, build a precise and targeted teaching staff, and allocate the teacher resources scientifically and rationally, so as to give full play to the development space of existing resources.

(2) Establish and improve talent incentive mechanism

As for the incentive method in the construction of the teaching staff in Colleges and universities, we should not only take "dedication" as the main guiding ideology, but also ignore the material interests, and we can not directly stimulate the material, so as to ignore people's sense of value, achievement and honor. Therefore, colleges and universities should establish a complete incentive mechanism to meet the different needs of talents from the multi-level needs of people, so that talents can be well satisfied in the incentive mechanism, form a solid internal driving force, and promote the high-quality development of colleges and universities.

(3) Establish and improve teacher training mechanism

In Colleges and universities that cultivate applied talents, there is a very obvious feature in the teaching staff, that is, the number of young teachers with high academic qualifications is more, but the number of teachers who really have practical application ability is less. Therefore, colleges and universities should have a correct understanding of their own teaching staff, clarify the advantages and disadvantages, set up training programs according to the disadvantages, and improve the teacher training mechanism. The training mechanism is not only a powerful starting point to improve the quality of teaching staff, but also an important mechanism for sustainable development.

3. Strengthening the construction of "double qualified" teaching staff

(1) Improve the training system of "double qualified" Teachers

Colleges and universities should clarify the problems in their own teaching staff, and then combine the problems with the training system, and effectively link up with the cultivation of "double qualified" teachers. The "double qualified" quality is not a natural existence, but is cultivated through the acquired rigorous education system. Therefore, colleges and universities should build a "double qualified" training system, make the training mode a fixed process, facilitate management, and formulate corresponding rules and regulations, which require that the training of "double qualified" teachers should be carried out according to the requirements.

(2) Improving the incentive mechanism of "double qualified" Teachers

"Double qualified" teachers have high quality, but to make an ordinary teacher have "double qualified" quality, teachers themselves and colleges and universities need to make great efforts. After becoming "double qualified" teachers, their views will also be different from those of ordinary teachers. Therefore, in terms of incentive mechanism, we must create a separate incentive mechanism for "double qualified" teachers to distinguish them from ordinary teachers and give them some impetus to move forward. Colleges and universities should actively encourage "double qualified" teachers to participate in social practice, obtain professional qualification certificates, and guide their enthusiasm to participate in training. For example, "double qualified" teachers can take temporary or post work in professional counterpart enterprises in their spare time to exercise their practical application ability, so as to have rich practical experience and cultivate more high-level applied talents. At the same time, colleges and universities should give additional subsidies to these teachers; "Double qualified"

teachers are given priority in terms of professional title evaluation, better job opportunities, wages, training, further education, etc.

(3) Use of on campus training room and off campus practice base

“Double qualified” teachers need to have high professional quality, so they should temper themselves through the on campus training room and off campus practice base, that is, to carry out practical teaching and scientific research activities, which is also an important way for teachers to improve their own ability. Therefore, in the process of teaching staff construction, on the one hand, we should pay attention to the cultivation of “double qualified” teachers, on the other hand, we should give full play to the value of the campus training room, complete the professional training of teachers and related practical skills, so that teachers can better cultivate students’ professional practical application ability. At the same time, colleges and universities should also take advantage of the off campus practice base to give teachers the opportunity to exercise, let teachers with professional advantages act as the main person in charge, and build an efficient training system, which can not only complete the construction of the teaching staff, but also promote the training quality of applied talents.

To sum up, in the construction of teaching staff in Colleges and Universities Based on the cultivation of applied talents, colleges and universities should start from multiple angles, enhance the overall quality of the teaching team, build an internal training, incentive and management system, promote the sustainable development of colleges and universities, and cultivate more high-quality applied talents.

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