Fostering the Quality of Scientific Research and Promoting the Evaluation System of the Professional title in Universities

Meng WANG
Tianjin University of Finance and Economics, Tianjin, China
wangmeng@tjufe.edu.cn

Keywords: Scientific Research, Professional Title, Quality, Evaluation System.

Abstract. It is of great importance to foster the evaluation and employment of professional title in universities, which will in turn promote the professional development of professional and technical personnel in colleges and universities. Besides being “the music directors stick”, positive evaluation system plays a strong guiding role for the development of higher education. It is also the major concern of teachers in colleges and universities. The evaluation system of professional and technical personnel in Chinese colleges and universities is greatly different from foreign universities. This paper mainly studies the current system in domestic universities.

1. Literature Review

At present, there are a lot of studies on the evaluation of professional titles in colleges and universities in China, including the research on the system of the professional title and the study on the evaluation of scientific research. On the basis on of analysis, Wang Jianhua put forward some measures rectify and adjust the problems existing in the work of evaluating college teachers’ professional titles [1]. Yang Xinglin focused on the role of the academic power in the construction of a perfect and reasonable evaluation system and mechanism [2]. Tan Chunhui reinterpreted the mechanism of the evaluation of humanities and social sciences research achievements in universities from the perspective of the Stakeholder Theory [3]. Li Rong made a quite detailed study on the role of scientific research achievements in the promotion of the professional title and analyzed the importance of screening effect of the quality of scientific research [4]. Guo Biyu made a special study on the higher education management of professional titles in universities [5].

This paper will reveal the problems in scientific research from the perspectives of the professional titles evaluation system and the concrete implementation in universities. Based on the analysis, this paper will put forward optimization strategies and recommendations of the evaluation system of scientific research, which will combine with the ideas which emphasize "the quality oriented reform in scientific management system."

2. Analysis of the Current Situation of the Evaluation and Employment of Professional Title in Colleges and Universities

At present, China’s colleges and universities generally draw on the experience of scientific evaluation and employment of professional title from overseas universities. Therefore, scientific research achievements and scientific research workload are regarded as the core of the evaluation mechanism of scientific research in colleges and universities nowadays. Although this evaluation mechanism inspired the enthusiasm of teachers who are engaged in research work to a certain extent, and it also promotes the development of scientific research in colleges and universities, it shows a lot of weaknesses in recent years. The negative effects of this system can be shown in the following aspects.

2.1 Attach too much importance on the quantities instead of the qualities in the evaluation and employment of professional title

It is not wrong to pursue the quantization management system for scientific research, which can
promote the development of academic research and also can make achievements in the quantities of the theses in a university to some extent. However, excessive quantitative emphasis will be far away from the essence of scientific research, which will be regarded as the worst choice in the system of academic evaluation. As a result, too much importance is attached to the quantities instead of the qualities in the evaluation of scientific research in colleges and universities, a large number of academic papers are simply repeating, without any new idea. Statistics show that about two and a half million papers are published in China per year. A lot of papers repeat selected topics, and there is not much innovation in most of them. In addition, these achievements cannot really promote the development of society. Because of the severe competition in professional titles and assessment pressure in evaluation, excessive quantitative assessment makes the teachers face with great pressure in scientific research. Therefore, it is a trend to pursue the quantities instead of the quality of papers in universities.

2.2 The evaluation criteria is simple and uniform

While the basis of evaluation is that the same things have the same properties in homogeneity and comparability, and the different things are not comparable. Therefore, the evaluation system of scientific research in colleges and universities must adhere to the principle of the same kind. Because of the complexity and variety of scientific research activities in universities, it usually can be divided into three types, basic research, applied research and development research. The problem lies in that the current evaluations of research assessment system in universities mainly focus on the quantitative assessment level, emphasizing the simple data quantization. In fact, the research types and research differences should be paid more attention when we are evaluating the quality of a paper. Any arbitrary and unreasonable assessment which lack of personnel classification considerations will finally go too far in evaluation system high education. Besides this, it is far from the target that the evaluation system should be incentive to the faculties in universities. Over time, this kind of assessment will finally be one sided. There is no one-size-fits-all solution to the evaluation and employment of professional title in universities.

2.3 The evaluation method is not scientific enough

At present, the management system in colleges and universities in China is mainly based on the administrative system. Therefore, the evaluation system for the teacher’s scientific research is operated in accordance with the administrative pattern. This kind of administrative-directed scientific research evaluation system may finally result in serious tendency of executive in the evaluation standard and the appraisal policy formulation in colleges and universities. Moreover, in the current Chinese academic environment, there are many drawbacks in the process of practice of experts’ evaluation, such as personal relations, the official oriented problems, the suppression of dissent, and even the "Matthew effect". These weaknesses seriously damaged the development of scientific research in universities.

2.4. Evaluation for employment is common and the combination of evaluation and employment is not unusual

At present, because of the interests of disputes and the shackles of traditional values, evaluation for employment is common and the combination of evaluation and employment is not unusual in a lot of universities. Therefore, many teachers take the title as the ultimate goal and the starting point of all work. Once the title is authorized, they would like to stay still and enjoy the achievements they already had achieved. The research team in universities is lack of vitality and innovation.

3. An Analysis of the Scientific Research Evaluation Based on the Quality Strategy

3.1 The proposal of quality strategy of scientific research and the significance

The proposal of the concept of the quality strategy is of great importance. It is necessary for the development of the scientific research in high education and quality based scientific research will
make great difference in the evaluation of professor titles. The essence of the quality of scientific research lies in that it can solve the key problems encountered in the practice of scientific research management, promoting the transformation of scientific research evaluation system from the quantities direction to value orientation. Besides improving the scientific security incentive mechanism, it can also promote vigorous development in scientific research institutions.

The proposal of the concept of the quality strategy is conducive to the promotion of the emergence of originality, quality, and scientific research value. In addition, it can enhance the professional and technical personnel of the scientific research output quality in universities. It is also good to further the evaluation system and to sharpen the competitiveness of scientific research in colleges and universities. The faculties in colleges and universities will finally benefit from this reform.

3.2 The contents of the quality strategy of scientific research

First, the achievements of scientific research should have a certain value. Scientific research work is the practical summary and theoretical discussion of the jobs or majors the teaching staff focused on in colleges and universities. Scientific research itself is not sacred and the general staff can do scientific research. The research work, however, is different from the usual summary. It is of high theoretical value and it is following principles. As the vehicle of the scientific research, the achievements in scientific research in colleges are the accumulation of teaching and scientific research for many years. It is very important to apply the results of scientific researches to production or to extend the theoretical value to some extent. The standard of judging the quality of scientific research should be based on whether it is useful, effective or of high level.

Second, the scientific research work should be innovative. It is of first importance of the academic activities to solve practical problems, which is the starting point of scientific research work. The update of the theoretical point of view, discussion on work problems or the solution of the difficult academic problems all belong to the category of practical problems. Then, the research results should be innovative, original, or new in part of their ideas. The achievements of scientific research should forward-looking, which in turn makes the research more difficult. As a result, the value of the research will be high. It is meaningless to repeat the ideas that have long been studied.

Third, scientific research should highlight the professional. In this era, the social division of labor is more and more obvious, the high level of scientific research has become more and more inclined to follow the professional development direction and perseverant attendance on specific areas is more likely to produce quality achievements in scientific research. Therefore, it is more important to examine the academic level of teachers in professional title and it is also important to judge the achievements by professors in professional scientific field, which will promote the development of the scientific research.

3.3 The requirements of quality strategy for the evaluation system of scientific research

Quality strategy and its content put forward new requirements for the evaluation system of scientific research. There are two main aspects:

First, the value judgment of scientific research results is of key importance. The value of the achievements of scientific research can be defined based on the following elements: the grade of the publication, classes of prizes of the scientific research and the influence factor of the research project. Secondly, the value of the representative work of scientific research can be judged by peer review, academic organizations or authoritative organizations which are good at corresponding fields.

The second is the systematic requirement of scientific research. To ensure the quality of professional and scientific research achievements, it is important to emphasize the systematicity of the scientific research achievements in the employment of professional titles, emphasizing the motif of the academic activities for professors. Under the guidance of the system requirements, the teacher's academic activities are more professional and standardized in a systematic scientific research evaluation.
4. The Optimization and Strategy of the Evaluation Mechanism of Scientific Research in the Evaluation of Professional Title

4.1 The establishment of the correct value orientation of scientific research and evaluation

Value orientation refers to the process of pursuit of a leading value direction for the society, a certain group or individual to choose in a variety of specific value orientations. It is beneficial to the healthy development of scientific research to emphasize the value based scientific research. The correct value orientation can also play the role to guide the teachers to devote to the scientific research and to cultivate their minds in making achievements in scientific research. As a result, the establishment of a reasonable evaluation system of scientific research and the remodeling of teachers’ scientific values will greatly promote the development of scientific research in colleges and universities in China.

4.2 The promotion of quality strategy for scientific research

This practice of quality strategy for scientific research can help to improve the system which over emphasized the importance of quantities of the achievements and neglect the quality of the scientific research. It is also helpful for the formation of more rigorous style of study. In the process of implementation, the first importance is to highlight the actual effects for research work and achievements, to make clear that research activities should solve the practical problems. Meaningless pseudo-scientific research should be eliminated. Teachers should be encouraged to engage in the innovative scientific research work. Their research should follow the development of the subject, reflecting the problems and giving suggestions for the subject. In addition, the depth of the research, the profession of the achievements and the quality of the works should all be advocated in high education. All the subjects are evaluated by the principle of systematic inspection to promote the growth of teachers. The universities should also become the back of those teachers who devote to the long-term and detailed study of a certain subject. The research job should be evaluated by the academic committee or approved by authority. To those teachers, the quantitative assessment of their research can be relaxed, so that they can become intent on the academic research work without too much worry about their assessment.

4.3 The deepen reform of the evaluation system of scientific research in the evaluation and employment of professional titles

First, the promotion of peer-review should be encouraged. First of all, the selection of experts should be a serious process, following the principle that the experts should include experts of peer reviewers and experts of the same branches of learning. It is important to give full play to the advantages of cross disciplinary experts and make the best of the strengths of professional experts, which can not only ensure accuracy of professional evaluation, but also can make a reasonable judgment on some controversial issues or interdisciplinary problems. In the selection criteria of experts, we should introduce the competition mechanism to select the experts with ability and political integrity. It is also necessary to invites a certain proportion of outside experts in the evaluation of professional titles. The evaluation of different levels of professional title should also refer to the assessment of the relevant provisions of the experts from the other universities. Moreover, it is also feasible to introduce the third party evaluation mechanism constructed by professional experts, which can improve the objectivity and accuracy of the evaluation.

Then the implementation of a comprehensive quantitative assessment is needed. It is necessary to set up scientific quantitative evaluation index and abandon the simple digital management. Besides analyzing the citation and influence of the achievements, it is also important to encourage the comprehensive assessment to avoid the inefficient research project. Then, the value evaluation of scientific research activities and their results should be paid enough attention. The quality assessment should be based on the value of the academic achievements, the innovation and application prospects of scientific research results. Last, it plays a great role to strengthen the quality construction of scientific research results and to be strict with the assessment of scientific research results and evaluation of academic research.
Third, the implementation of open evaluation model is advocated. To ensure that the evaluation is fair, open and transparent, the implementation of open evaluation model should be employed. The achievements of scientific research and the process of the project of the teachers should be enrolled and announced on the internet. In this way, the achievements of the teachers can be supervised by the peer experts who are professional in the same subjects. In addition, the mechanism should be established. As a result, the evaluation process can be adjusted according to the feedback information, which can continuously promote the improvement and development of scientific evaluation.

4.4 The improvement of the management and evaluation of post assessment

First, we should strengthen the guidance of scientific research, such as the tutorial system, the formation of academic development team and so on.

Second, to monitor the scientific research work is the important. Universities should monitor the quality of the evaluation of scientific research activities, the achievements of the teachers and the efficiency of the job. It is also necessary to remind the teacher to complete the task on schedule.

Third, the implementation of the contract management should be employed. By signing the employment contract, it will be clear for both colleges and teachers of their respective responsibilities, rights and benefits. It is necessary to take some measures for those who violate the regulations of scientific research activities. Some illegal behaviors which do not conform to the regulations should be punished.

Fourth, the examination and evaluation in the period of employment should be strengthened. The research work of tenure assessment should also be improved in management and supervision. While the competent should be hired, the incompetent shall be dismissed or be appointed to a lower position. At the same time, it is useful to pay attention to and strengthen the summary of the evaluation. The establishment of effective feedback and communication mechanism can urge teachers to timely find the problems in scientific research, analyze the reasons and take measures to continuously improve the quality of scientific research.

References


