Analysis and Consideration on the Transformation and Development of Local Colleges and Universities

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Abstract. From the purpose and necessity of the transformation and development in local colleges and universities, the paper analyzes various challenges of transformation faced by colleges and universities, and then it researches from the transformation in the aspect of talent training mode, professional construction, teachers team construction, teaching mode reform, scientific research and management methods. Finally, it puts forward some ideas.

Introduction

Local colleges and universities accounted for the vast majority of the university in China. But how to train much-needed talent for the region to develop the economy and society in local colleges and universities? This is not only the needs of the government, but also the expectations of students and their parents. However, this problem has not been resolved for a long time. The most important reason is that the university-running orientation is not accurate in most local colleges and universities. The employment of college graduates in China has received a wide range of social concerns, on one hand, the college graduates are faced with the problem of difficult employment, on the other hand, many enterprises cannot find high-quality technical and skilled personnel for their first production lines. This phenomenon is caused by many factors; however, one of the important factors is the disconnection between talents cultivated in colleges and social demands. So the major reform in the field of high education in our country has begun to accelerate the construction of employment oriented modern vocational education system, deepen the industry-education integration and university-enterprise cooperation, cultivate high-quality workers and skilled talents, establish credit accumulation and conversion system, open up the rising channel from the secondary vocational college, undergraduate students to graduate students, guide a number of ordinary undergraduate colleges and universities to apply technology oriented universities[1]. Transformation of the university is mainly in the local colleges and universities.

The Purpose and Necessity of Transformation and Development

According to social needs, the university can be divided into research, application technology and other types. Universities cannot all be the type of research, economic and social development needs a number of application and technical universities. However, there is a huge contrast between real demand and the university orientation. Local undergraduate colleges and universities common pursue higher degree, ignoring the fertile land under their feet, and lost the direction of running a university. Although the research talent is very important to the country, but the social development needs more application and technical talents. In China, industry leader, high level technical experts and high skilled personnel are in serious shortage. Therefore, the transformation and development of local undergraduate colleges and universities to accelerate the structural adjustment for higher education is imminent.

The transformation and development of local undergraduate colleges and universities is to cultivate the application and technical personnel of undergraduate level, so that the graduates can not only accept the theoretical study of the system, but also have certain practical skills. It can connect the existing secondary vocational schools, advanced vocational schools and Professional Masters
focusing on application, and build up the technical skills training system, and open up a upward channel for technical talents.

The Challenges for Transformation

First, the biggest obstacle to the transformation and development of local colleges and universities is the idea, the conflict of ideas from many aspects. On one hand, the vast majority of parents and students prefer the third class of colleges and universities, and are not willing to choose a vocational and technical college which maybe has a better job prospect, since it is widely believed that learning practical skills are inferior. In reality, when some enterprises hire college graduates, they blindly pursue elite colleges and highly education, ignoring the investigation of graduates’ practical skills. On the other hand, because of the influence by years of elite education, most local undergraduate colleges and universities pay much attention to theory and academic learning and contempt for application and operation. Without attribution and correct orientation, it will affect the development of the universities. In fact, the level of a college education does not depend on its type, academic or application, but the ability to serve the economic and social development, it also depends on the adaptability and the expansibility of talents for development of economy and society[2]. Local colleges and universities are going to return to their own way rather than transformation and development. In this case, the local undergraduate colleges and universities should clarify ideas, identify the location. Who change quickly and firmly, who will get more support, who does not change or change slowly with hesitation, who would be equal to give up the development.

Secondly, another great challenge of the transformation and development is the teacher team. Training technical skills, teachers are very important. Many teachers in local colleges have high level of theoretical knowledge and their academic ability are outstanding, but vast majority of them lack practical experience, they have no technical expertise. How to adapt to the transformation of the university for such teachers? Only by improving the quality of teachers, promoting the teaching reform, colleges and universities can catch up, adapt and lead the development of the industry [3].

The Measures for Transformation and Development

Most of the local colleges and universities are located in the teaching mode, they are more inclined to implement academic oriented education in the implementation of education, and not to obey and serve the overall structure of the society, which results in the phenomenon of disconnection between local college personnel training and social demand. Therefore, in order to establish the orientation of running a university, the local undergraduate colleges must carry out the transformation and development from the aspects of professional construction, personnel training system, teaching mode reform, scientific research and so on.

Transformation in personnel training mode. The knowledge, ability, quality and structure of talents trained by application and technical colleges should have distinctive professional features. Local universities should change from the past emphasis on basic knowledge and abstruse theoretical teaching transition to the cultivation of application and practice ability, from the emphasis on the cultivation of academic and research personnel system to training high-level technical and skilled talents. University-enterprise cooperation is a very worthy of recommendation of a talent training mode. Through deep cooperation between university and enterprise, the teaching content and course system which meet the requirements of the application and technical personnel training are actively explored. Local universities should reduce the number of theoretical courses, focus on the practicality of the course, increase the course of practice or experimental class hours, enhance students’ awareness of autonomous learning and practice ability, reinforce students’ learning confidence, optimize the learning effect. Through investigation and research, the two sides should develop the talent training plan together, and jointly build the curriculum system, and reform the teaching content, teaching mode, method and means. Curriculum system should take into account the ‘common’ and ‘characteristic’[4]. In the construction of specialized course module, the two sides of the university and enterprise should jointly focus on the development of core professional courses; industry
standards should be introduced into teaching content in order to achieve the integration of curriculum theory and practice. Colleges and universities with many professions can build secondary colleges or professional clusters with the same industry enterprises.

**Transformation in professional construction.** Past professional settings is to turn around the subject, the professional setting of application and technical colleges should take the market demand as the guidance, transform towards the direction of adapting to local economic development, the professional should be set and adjusted according to the local economic and social development especially industrial development, and can connect the same industry.

**Transformation in the construction of teachers team.** It is very important to actively promote the teaching team to the double type transformation and development. Teachers team construction can not only pay attention to the improvement of the teachers’ professional theory, but also should pay attention to the improvement of teachers’ practical ability. Teachers should have the ability to transform the subject knowledge into industrial action. This requires that the personnel team engaged in application and technical education must be open and multiple; they need both academic leaders and a certain number of double type teachers with enterprise background, or directly from the technical backbone of the enterprise group. Specifically, on one hand, local colleges can select young and middle-aged teachers to domestic and foreign universities, scientific research institutions or large science and technology enterprises to visit and learn on job training, improving their ‘double qualification’, and gradually make the most of the professional teachers both has high discipline theory level, and has strong ability of professional practice. On the other hand, colleges and universities can recruit outstanding technical and management personnel as part-time teachers from enterprises, who can provide students with case teaching, practical guidance and advisory services, thus to enhance the quality and level of application technology training.

**Transformation in teaching mode.** Local undergraduate colleges and universities is generally not out of the teaching mode centering on teaching materials, classroom, teachers in the process of curriculum implementation, force-feeding is still the main way of teaching. It is time for colleges and universities to change their teaching mode, to perform the way of "project driven, engineer into classroom", enterprises may send excellent team of engineers mixed with college teachers to perform teaching and information technology industry research, they may take flexible and varied teaching methods such as case teaching, project driven, discussion and heuristic, which will make knowledge course skillful and practical, so as to enhance the students' practical ability. In addition, local colleges and universities should strengthen the practical teaching links, and promote the combination of personnel training and production practice. They can take the combination way of school self financing and enterprise investment to expand the construction of practice training bases, introduce enterprise scientific research and production base, establish comprehensive experimental practice training center integrated with university and enterprise, production, learning and research, improve experimental training, business training, graduation design and entrepreneurship training for students, cultivate students' engineering practical ability and innovative thinking ability.

**Transformation in scientific research.** The scientific research in the application of technical colleges should be based on the application research to solve actual production problems, combining scientific research with teaching and industry. Local colleges and universities should reform innovation from the establishment of scientific research plan, determination of scientific research direction, construction of scientific research team and other aspects, and encourage teachers to engage in the integration of scientific research process and teaching process, to study the production, forming a new technological process. They should establish the mechanism of scientific research in combination with industry and teaching, and form the incentive mechanism to allocate resources according to innovation and quality, thus to enhance the scientific research ability, level and technical contribution rate of the university service area [5].

**Transformation in management.** The construction and development of the local application technology universities should have a suitable organizational management system and related security. The school should further rationalize the organization and management relationship between responsibility, power and benefit, and establish a highly efficient and orderly school
governance structure, promote the focus of teaching management to move down and expand the autonomy of the secondary colleges, and carry out layered evaluation for them. The school should reform matched system of student status and degree management, perform real credit system and flexible education system, and promote innovation and entrepreneurship.

In addition, local colleges and universities should take the initiative to open the gate, to strive for the support from government and society, and integrate all resources. Since the condition of the experimental training requirement is higher for local colleges and universities to change and develop, it is difficult to complete only by school itself, they need support from various aspects, in particular need the government to increase investment, need business support, need care and help from all sectors of society[6]. Without them, there is no guarantee for the transformation and development. Therefore, the local undergraduate colleges and universities should take the initiative to seek government and social support, integrate resources, and promote the development of school transformation.

Summary

It is the need of local economic and social development for local undergraduate colleges and universities to take the road of transformation and development; it is also the need of education reform, especially the development of modern vocational education system, or the need of local undergraduate colleges and universities to develop their own survival. The government should give full play to the leading role of local undergraduate colleges and universities for the development of regional vocational education, and guide local colleges and universities to develop production service line of high-level technical skilled talent as their main task, and form the integration of production and education, school-enterprise cooperation mode, directly into regional development, industrial vibration and technology progress. It can also promote the organic link between application undergraduate and vocational schools, broaden the growth channel for graduates in higher vocational and on-the-job technical talent, and create a broader space for various workers' career and more diverse learning opportunities, so as to explore a development road for construction of application and technical colleges and universities with Chinese characteristics.

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References