On the Construction of Teaching and Research Section and the Construction of Teaching Team in Private Colleges

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Abstract. The construction of private teaching and research section and the construction of teaching team plays a very important role in the teaching, scientific research, teaching staff construction and personnel training in colleges and universities, they are both different and interrelated, and are easily confused in practice. This paper compares and analyzes the concept and connotation of the construction of teaching staff and teaching team, the practice of promoting the construction of teaching and research section and teaching team in private colleges and universities.

Introduction

The teaching and research section is the abbreviation of the teaching research department, which is the teaching research organization. From the 50s to the present, the teaching and research section completes the teaching task in Colleges and universities, strengthens the basic construction of teaching, and organizes teachers to carry out teaching reform and scientific research. It has played a great role in the construction of the laboratory and the construction of the teaching staff. But at present, the teaching and research section of colleges and universities, especially private colleges and universities, for a variety of reasons have been weakened to some extent.

In 2007, the Ministry of Education and the Ministry of Finance issued the opinions on the implementation of undergraduate teaching quality and teaching reform project (referred to as “quality engineering”). For the first time, the construction of teaching team is one of the new measures and key construction projects to ensure and improve the quality of teachers, teaching ability and teaching quality. Undergraduate teaching team building, the focus is to build a group of high quality, reasonable structure of the teaching team, establish an effective team cooperation mechanism to promote the reform of teaching content and methods, promote the exchange of teaching research and teaching experience, developing teaching resources, promote the teaching of the combination of old, carry forward, help, with the role of, strengthen the training of young teachers, improve the overall teaching level of teachers and ultimately improve the quality of education and teaching. However, in the concrete practice of colleges and universities, because of the connotation of teaching building and the construction of teaching team, the position, function, task and relationship are not very clear. Mutual confusion, directly to the Department of "upgraded" as the teaching team, or to declare the teaching team at all levels of construction projects, in accordance with the principle of favorable declaration, random combination of teachers, constitute a temporary excellent teaching team”, in practice, the connotation construction of teaching team is ignored. The purpose of this paper is to sort out the concept and the relationship between the teaching and research section and the construction of teaching team, in order to promote the practice of teaching research and teaching team construction in Colleges and Universities.

1. Contents of Teaching and Research Section

1.1 Definition of Teaching and Research Section

Teaching and research section is a teaching research organization which is set up according to the discipline, specialty and curriculum. It is the most basic unit of teaching research and teaching
management. Especially private colleges and universities teaching and research section as a grass-roots organization, it not only undertakes the important task of organizing the teachers to carry on the politics, the business studies, guides the teacher to carry on the teaching and the scientific research, but also undertakes some other related management work. The teaching and research section takes the teaching work as the center, integrates the teaching, the scientific research and the teacher training in a body, is the basic component of the structure system of colleges and universities.

1.2 The Content of the Teaching and Research Section of Private Colleges and Universities [1]

In order to improve the quality of teaching, the teaching and research section of civilian takes teaching task as the center, teaching and scientific research, and training qualified personnel as the fundamental goal. Generally speaking, the construction of the teaching and research section has the following basic content.

(1) Formulate and revise the teaching plan, syllabus, syllabus and syllabus
(2) Complete teaching tasks, improve teaching management. Teaching and research section is the most basic organization in the three level management system, responsible for the specific work of school teaching, including curriculum settings, teaching task arrangement, the selection of teaching materials, teaching schedule setting, implementation and inspection, organization and implementation of classroom teaching, the homework arrangement and grade, evaluation, extracurricular counseling or social practice organization and implementation, determination of examination methods and examination proposition and performance evaluation, and so on. Assessment of the teaching and research section at the same time the full implementation of the school, the Department of teaching management system, carry out the quality standard of each teaching link, teachers and teaching resources allocation, participate in teaching management and teaching evaluation, to formulate rules and regulations for teaching and scientific research, establish and improve the teaching operation mechanism [2].

2. The Basic Connotation of Teaching Team Construction

2.1 The Concept of Teaching Team

There is no authoritative definition of the teaching team. The Ministry of Education in the organization of the national teaching team assessment work for the composition of the teaching team has certain provisions. According to the specific circumstances of each discipline (specialty), the teaching and research section, the Research Institute, the laboratory, the teaching base, the training base and the engineering center are the construction units, with a series of courses or professional construction platform, in many years of teaching reform and practice to form a team, have a clear development goals, good spirit of cooperation and echelon structure, old collocation, title and reasonable knowledge structure, to guide and inspire young teachers to improve their professional quality and level of business results [3]”. There are a lot of scholars in academia to try to define the teaching team, such as "teaching and learning for the common vision of the goal, the main line of teaching, with the major teaching reform project as the starting point, focus on professional construction, curriculum construction, teaching base construction, teaching research projects, etc. to the teaching and research units, research institutes, laboratories, teaching bases, training bases and engineering centers for the construction unit, with a series of courses or professional construction platform, in order to achieve a certain teaching objectives and the clear division of labor, mutual cooperation, the unity of rights and responsibilities of a small number of teachers in the education, age, structure and other aspects of the advantages of complementary groups of teachers to build [4]". “Teaching work as the main line, teaching reform project for the impact, teaching reform project for the impact, focus on professional construction, curriculum construction, teaching base construction, the core team of teaching research and teaching construction [5]"."A group of teachers who are composed of a professional or a course of teachers improve the quality of teaching and cooperate with each other to take responsibility". To achieve the common goal of teaching, composed of teachers
with similar teaching tasks, by the high level of teaching, academic attainments of the professor led and responsible, reasonable knowledge structure and age structure, effective communication and cooperation mechanism, rational allocation of teaching resources, teaching content and teaching reform, communicate regularly with teaching experience, conduct academic cooperation regularly, achieve complementary advantages, to achieve common development, to achieve the progress of the group of teachers and other”. Although there is no uniform definition of the teaching team, the formation of the school teaching team should have the following essential features.

(1) Target. The core goal of the teaching team in private colleges and universities is to improve the teaching quality, at the same time to complete the tasks assigned by the organization.

(2) Member. The teaching team is composed of teachers of the same major or course.

Members remained relatively stable over a period of time. The knowledge and skills of the teaching team members are complementary, and the work cooperation, team work spirit, mutual trust, mutual communication and coordination. Team leaders have a noble personality charm and superb teaching and academic level.

(3) Location. The teaching team of private colleges and universities in the process of achieving team goals, the team as a whole and each member should have a clear responsibility.

(4) Responsibilities and obligations. Teaching team as the basic teaching organization, is the target management and process management of the educational administration department, On this basis, the implementation of the team leader responsibility system.

Work plan. The teaching team of private colleges and universities has the concrete action plan and concrete working procedure to realize the common teaching goal and the construction goal.

2.2 The Content of Teaching Team Construction in Private Colleges and Universities

The main content of the construction of teaching team in private colleges and universities is to take teaching as the main line, taking the teaching reform project as the starting point, in order to achieve the purpose of improving the quality of teaching. We should focus on professional construction, curriculum construction, teaching base construction, teaching research projects and so on. Generally speaking, the construction of teaching team has the following basic content.

(1) Specialty construction. Professional construction is the most basic and important teaching content of private colleges and universities, It is also the primary content of the "quality project" of the Ministry of Education. The construction of teaching team in private colleges and universities should focus on the professional construction of the school, take the professional construction as the link and the breakthrough point, and strengthen the construction of practical teaching conditions, so that the construction of professional teaching team construction and development of an important platform.

(2) Course construction. The teaching team of civilian run colleges and universities should be based on the development trend of higher education, the direction of professional development of the school and the requirements of the society, on the basis of the development of professional connotation and the goal of training talents, increase the quality of courses, teaching materials, network courses and the construction of bilingual teaching, actively promote the construction of curriculum system, improve the teaching quality of the team.

(3) Educational reform. In order to promote the improvement of teaching quality, the teaching team of civilian run colleges and universities should carry out the research on the training mode, training scheme, teaching quality standard, teaching content and teaching method, examination method, teaching evaluation and so on.

(4) The construction of teaching team mechanism in civilian run colleges and Universities. The teaching team of private colleges should make clear the goal of the team, that is, the specific objectives of the teaching quality of the team. Improve team communication and cooperation mechanism. Carry out research, collective lesson preparation, teaching and other teaching activities, identify the mechanism of communication and cooperation between the team in preparing lessons, classroom teaching, teaching evaluation, team planning, teaching resources sharing, assessment and evaluation, incentive and restraint, initiate and foster a team spirit that is shared by the members.
(5) The construction of teaching staff in private colleges and Universities. In order to improve the teaching quality of private colleges, to create a first-class teaching team, must have first-class teachers. It is necessary to pay attention to the selection and training of academic attainments and innovative academic ideas, long term commitment to team building. Adhere to the first line of teaching in this school, college students taught, noble character, rigorous scholarship, team player with a strong sense of unity, coordination and organization, management and leadership skills. Continuously optimize team title, education, knowledge, age structure, play the role of the team, training young teachers.

(6) Scientific research. In order to improve the quality of private colleges and universities, more and more private colleges and universities have begun to attach importance to scientific research. In colleges and universities, teaching and research are closely related. Scientific research and discipline development provide the impetus for the cultivation of professional talents and the curriculum system, the professional construction of the social needs of the adaptability to stimulate the development of related disciplines. The construction of excellent teaching team should be closely combined with the scientific research work, to take measures to stimulate the teaching level, high academic excellence of teachers into the teaching team, taking advantage of their academic and teaching advantages, play their guiding role, enable students to accept different styles of academic influence, and cultivate students' innovative ability.

3. How to Coordinate the Relationship between the Construction of Teaching and Research Section and the Construction of Teaching Team

3.1 The Difference between the Construction of Teaching and Research Section and the Construction of Teaching Team in Private Colleges and Universities

(1) Teaching and research team and teaching team to build a different way. Teaching and research section is a teaching research organization, which is set up according to discipline, specialty and curriculum. It is the most basic unit of teaching research and teaching management in private colleges and universities. It is the most basic organization in the three level management systems of school, college and department. It is a basic component of the structural system of Higher Education Institutions. The setting up of the teaching and research section of a university is basically a teaching and research section corresponding to a major or some courses, which is usually confined to the interior of the university, with the characteristics of "closed". The closure of the teaching and research cannot fully meet the integration and infiltration between disciplines, difficult to break the barriers between different disciplines. It is difficult to update the teaching content according to the development trend of social economy and science and technology. It is difficult to adjust the professional direction and develop the new specialty, and it is difficult to cultivate the multi-level and multi type talents to meet the needs of the society through interdisciplinary cooperation. The teaching team is based on the specific conditions of various disciplines (Professional), teaching and research units, research institutes, laboratories, teaching bases, training bases and engineering centers for the construction unit, in the teaching reform and practice, to improve the quality of teaching as the goal and mutual cooperation, shared responsibility and the composition of the group of Teachers. Teaching and research section can only be used as one of the teaching team building units. The setting of teaching team has the characteristics of "open", according to the specific team goals, break the administrative boundaries of team members, curriculum group as a unit, by cross disciplinary, cross departmental, cross professional, cross the teaching and research section, and even remote inter regional construction, in order to adapt to the social "thick foundation, wide caliber" personnel training specifications.

(2) Different concepts and mechanisms. The teaching and research section is often regarded as the most basic level administrative organization in the three level management of colleges and universities. But in the allocation of teaching resources, the allocation of teacher resources, evaluation and rewards and punishments and other aspects of the power are very limited. Academic power and knowledge have little influence on others. The individual effect is obvious, and the collective action is
weak, lack of cooperation spirit. Teachers are mainly based on the work of administrative leadership arrangements, and teachers are lack of initiative, initiative and creativity in teaching and teaching research, teaching reform and innovation.

3.2 The Relationship between the Construction of Teaching and Research Section and the Construction of Teaching Team

(1) On the similarities of teaching research and reform tasks in private colleges and Universities
Private colleges and universities teaching and research team should focus on teaching, through the completion of teaching tasks, the implementation of teaching research and reform, to improve teaching quality, to ensure the quality of personnel training objectives. The teaching and research section and teaching team of private colleges and universities should make the plan of personnel training, the teaching plan and the revision of the syllabus, strengthening professional construction, curriculum construction, update teaching content, renewing educational ideas, improving teaching methods and means, strengthening practice teaching, the implementation of the quality control of each teaching link.

(2) Teaching team building the same task
Whether it is a teaching and research section or a teaching team, building a team with age, professional title, academic background and reasonable knowledge structure is the key to accomplish its mission, therefore, the organization of old, middle-aged and young teachers to carry out academic exchanges, communication, skills, teaching experience exchange, training young teachers, promote the rapid growth of young teachers, it is a common task. Should pay attention to and emphasize the core leadership role of teaching reform leaders, focus on teaching teachers and teaching backbone, the selection and cultivation of teaching rookie. The head of the teaching and research department or the teaching team shall be responsible for the professional knowledge of the subject, with deep academic attainments, vision and pioneering spirit, grasp the direction of discipline development, long term commitment to teaching, teaching and research, unique teaching style, good teaching effect, noble character, willing to sacrifice, rigorous scholarship, care and training of young teachers, with the spirit of unity and cooperation and organizational leadership.

Summary
The construction of the teaching and research section and the construction of the teaching team are both different and related. The main difference is that the teaching team emphasizes the concept of team goals, team work and team spirit. The teaching and research section is mainly a primary teaching organization to complete the teaching and research tasks. The two are closely related to each other, teaching, teaching and research, teaching reform the same task, at the same time, we must undertake the task of discipline construction, scientific research, team building and so on. Therefore, it is not necessary for private colleges to directly change the teaching and research section into teaching team, instead of teaching and research section, but should be based on the teaching and Research Office for the construction unit (of course, can also be a laboratory room, laboratory, and other units to undertake teaching), the introduction of team building and management concept, to overcome the deficiencies in the construction, operation mechanism and management concept of the teaching and research section of private colleges and Universities. Private colleges and universities is conducive to declare national or provincial teaching team, random combination of teachers constitute the best temporary teaching team", it is not enough to ignore the connotation construction of teaching team in practical work.

References

