A Brief Discussion on Enhancing the Core Competitiveness of University Teachers

Wei-ping LEI
Institute of Higher Education, Wuhan University of Technology, Wuhan 430070, Hubei, China

Keywords: Teachers, Core competitiveness, Path.

Abstract. This paper regard the core competitiveness of college teachers as the special advantage for college maintaining fierce energy and enhancing the momentum of the development in the fierce competition, and it is a key to maintain and enhance the competitiveness of college teachers. Come to a conclusion that it is a systematic project to enhance the competitiveness of the college teacher, it can only achieved by government, universities and teachers itself working together.

Introduction
At present, the research on the core competitiveness of college teachers focuses on the innovation of educational system, the innovation of internal governance system, etc. In order to promote the university teacher's core competitive power, must take the system innovation as the leadership. Educational system innovation, control system innovation, personnel system innovation, environment system innovation and appraisal system innovation in promotion college teacher core competitive power vital function.

The Government Should Create a Favorable Social Environment

To Firmly Establish the Concept that the College Teachers’ Resource Is the Most Valuable
As the most important resource in universities, college teachers represent the teaching tier and feature of the universities, and play an important role in school’s ability and potentiality. In the era of knowledge economy, science and technology have become the first productivity, and college teachers, as the creators and successors, have become a decisive factor in the development of science and technology. To enhance the core competitiveness of university teachers, government need to establish the concept that university teachers’ resource is the most valuable resources. Concept is the guide of action. According to this idea, government can effectively create a favorable condition to enhance the core competitiveness of university teachers.

To Provide Policy Support for the Establishment of Modern University System
The core of the modern university system is that under the government’s macro-control policies, colleges and universities are facing the society, carrying out scientific management, teaching and administering school, managing school by principal and running school independently according to law. The modern university system involved to the improvement and reform of the external governance structure, and rationalize the relationship between university and society, university and government, is an education system for universities to meet the requirements of social development. The establishment of modern university system not only need the government to improve autonomy of university and create a good university academic freedom and knowledge innovation, but also need the government to establish the external system marked by corporate legalization.

To Create a Good Academic Environment
Academic environment is the survival foundation of a university and an important condition for the development of university. To realize the function of universities and enhance the ability of teachers will depend on the good academic environment which makes the development of university teachers in denial, cooperation in the competition, and enhances their core competitiveness in
dynamic development. Therefore, the government should provide the appropriate policies and regulations to create good conditions for academic environment.

**To Establish and Improve the Social Security System of Teachers**

According to national laws and regulations, the social security system is a guarantee system that provide a corresponding security material assistance when workers can't work temporarily or permanently because of their old age, illness, childbirth, disability, and unemployment. The teacher social security system is an institutional arrangement where the teacher is the object of protection and the subject. Establishing and improving teachers' social security system, providing reliable social security for teachers to solve their worries about their lives and developments can be more helpful to self-development self-perfection, self-realization and self-promotion.

**University Should Create the Development Stage for Teacher**

**The Efforts to Strengthen the Discipline Construction**

Disciplinary strength is the main indicator of the strength of universities. High-level colleges and universities must be supported by high-level disciplines. High-level disciplines will inevitably produce high-level teachers. The improvement of college teachers' core competence requires universities to strengthen discipline construction. “Subject construction is a series of practical activities based on the knowledge classification. Such practical activities include adjustment of discipline layout, improvement of discipline organization, determination of discipline orientation, formation of discipline teams, establishment of a discipline base, establishment of discipline projects, establishment of discipline systems, and establishment of academic conditions.”

**The Construction of High-Level Innovation Team**

“The innovation is power of the survival and the development, is a nationality dares to explore the scientific spirit.” The high-level innovation team is a university teacher group composed of high level teachers, which is the academic innovation organization guarantee. Innovation ability and strong cohesion are the characteristics of high-level innovation team, and the important guarantee to enhance the core competitiveness of university teachers. The high level of teaching and scientific research innovation teams that take academic research as the center and integrate teaching with scientific research play an important role to attract college teachers and train university teacher's innovation ability, and enhance the core competitiveness of university teachers.

**To Establish the Perfect Academic System**

The academic system is the guarantee of the core competitiveness of university teachers. The development of the academic system can directly affect the quality of teachers in universities and the enhancement of the core competitiveness of university teachers. Good academic system can fully mobilize the positivity, initiative and creativity, promote the university teachers' academic quality, and improve the core competitiveness of university teachers. In the process of setting up a perfect academic system, universities must first create a free and relaxed academic innovation environment. The promotion of the core competence of university teachers requires a free and relaxed academic environment which is necessary to tolerate failures, encourage innovation, and eliminate various administrative constraints. “Excellent scientific research environment will attract outstanding college teachers engaged in academic research activities, so as to produce a high level of academic achievement.” At the same time we should improve the relevant rules and regulations on academic corruption. In order to reduce or eliminate the occurrence of academic corruption, it is necessary to use rules and regulations for punishment of academic corruption, standardize the behavior of academic.

**To Create a Strong Academic Atmosphere**

Strong academic atmosphere can stimulate university teachers' academic creation passion, so as to enhance the core competitiveness of university teachers. In order to create a strong academic
atmosphere, one is to build a harmonious and competitive academic culture. There can be no development without harmony, and no improvement without competition. Harmony is the guarantee that university teachers give full play to their talents and express their abilities under equal conditions. The competition is an important driving force to enhance the core competitiveness of university teachers. Without competition, university teachers’ vitality will lack guarantee, then it will be difficult to promote the rapid growth of teachers in universities. Harmonious competitive academic culture can help college teachers to be refined and keep forging ahead, and enhance the core competitiveness effectively. The second is to establish the unity and cooperation of the academic culture. The united and cooperative academic culture can make the teachers clear of each other feelings and have close communication, so as to enhance the core competitiveness of university teachers.

To Strengthen the Continuing Education for Teachers

To strengthen the training of university teachers is an important way to optimize the subject structure, edge structure, title structure, educational structure. In the university teacher training work, it should strive to embody the characteristics, highlight the key points and raise the level. The university could enhance the training of college teachers through various forms, and effectively improve the scientific research ability, teaching ability of college teachers, so as to improve university teachers’ ability to reserve and use knowledge.

To Reform Teachers’ Salary Distribution System and Assessment System

Salary distribution system and the evaluation system are the important way to enhance the core competitiveness of university teachers. According to the university teachers in universities teaching, scientific research and social services and other aspects of the work, the university can define their salary by their achievement, post, mission, and enhance their core competitiveness. In addition, the examination and evaluation system of university teachers is an important way to enhance the core competitiveness of university teachers. A perfect evaluation system is conducive to retain and attract talents and give full play to the potential of college teachers, then inspire teachers in universities. Also, it is more conducive to optimizing the structure of core competitiveness and promote the improvement of teachers.

Teacher Should Improve Their Own Innovation Ability

To Improve Learning Ability Continuously

As a college teacher, strengthen learning is the priority. Learning is the work progress. We need to study, and diligent in learning is to strengthen the progress. Comrade Hu Jintao mentioned in an effort to open up a new situation in building the party under the new situation: “we should consciously learn so as to improve quality and increase the ability to do the leadership work. It is the fundamental way. With a high sense of political responsibility and a strong thirst for knowledge and positive enterprising spirit, we should learn deeply, grasp the theory to get more abundant knowledge, and continuously learn how to express our knowledge “ [4]. For university teachers, only by strengthening their studies can they advance with the times and innovate in order to enhance their core competitiveness and keep pace with the times.

To Update the Knowledge Structure

With the rapid development of science and technology, knowledge is updated faster and faster. If university teachers do not continue to learn and update their knowledge in a timely manner, they cannot be qualified for the task of cultivating talents, scientific research, and serving the society in the current situation. Therefore, teachers must constantly adjust the structure of knowledge and abilities, constantly learn new skills and become the leader in their fields. College teachers need to make improvements, breakthroughs, and accomplishments, and upgrade their knowledge and core competitiveness in updating their knowledge structure.
To Cultivate Innovation Ability

From the perspective of competition, the core competitiveness of university teachers is bound to be the unique innovation capability possessed by individuals. It includes two layers of meaning: first, the university teachers in the competition reflects a unique advantage; second, the university teachers have inimitability of quality and ability. The core competence of university teachers is the teachers' individual in the long-term study, life, scientific research and teaching in the formation of long-term accumulation, which belongs to its own special abilities. Teachers in universities is a collection of his personal experience, knowledge structure and ability of scientific research. Therefore, college teachers should avoid weaknesses in the study and research, form their own unique core competitiveness.

To Pay Attention to Improve in Practice

The viewpoint of practice is the basic view of the dialectical materialist theory of knowledge. Cultivating ability and growth ability in practice, are the most fundamental way to enhance the core competitiveness of university teachers. The quality, ability and the literacy are originated from practice. Without the great practice, the core competitiveness of university teachers will not be promoted. Teachers' emphasis on increasing their ability from practice is the key to enhance the core competitiveness.

Summary

The improvement of the core competitiveness of university teachers is an advantageous ability of university to maintain effective vigor and strengthen development in fierce competition. And it is an important guarantee for continuously improving the quality and level of education and promoting the sustainable development of colleges and universities. However, it is a systematic project to enhance the core competitiveness of university teachers. Only the government, universities, teachers can work together to improve the core competitiveness of university teachers.

Acknowledgement

This research was financially supported by Hubei Social Science Foundation.

References


