The Internationalization Development of Teachers in Hong Kong's Top Universities and Its Enlightenment

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Abstract. Under the background of economic globalization, the internationalization of higher education has become a basic trend in the development of higher education in the world. Hong Kong's top universities have a high level of internationalization, and these top universities also attach great importance to the international development of their teachers. This study takes three top universities in Hong Kong as examples to analyze these universities’ strategies for teachers' internationalization development, so as to providing some Enlightenment for the teachers' international development of universities in mainland China.

Introduction

With the development of economic globalization and modern information technology, the national economic, political and cultural exchanges among different countries have been deepening continuously. The trend of internationalization of higher education makes the competition among universities fiercer. More and more universities are actively participating in international exchanges and cooperation activities, building an international platform, and constantly strengthening their own international construction and strategic planning.

As a highly developed region, Hong Kong’s higher education development is also highly internationalized. Hong Kong’s top universities, represented by the University of Hong Kong, the Chinese University of Hong Kong and the Hong Kong University of Science and Technology, rank in the top 50 in the QS World University rankings (2020). This proud international reputation and recognition is closely related to their highly internationalization of teachers, teaching, and research. Taking these three universities as an example, this study summarizes and analyzes the current situation and strategic characteristics of their teachers’ internationalization development, so as to providing reference and Enlightenment for the teachers’ development of universities in mainland China.

The Three Hong Kong Cases

The Hong Kong University of Science and Technology (HKUST)

The Hong Kong University of science and Technology (HKUST) was founded in 1991. After just over 20 years of development, HKUST has achieved the best results of ranking the 46th in the world and the 7th in Asia in the QS World University ranking (2020). At the beginning of its founding, HKUST positioned itself as an outstanding institution with profound international influence and committed to serving the local community. And put forward the "three views" of HKUST Worldview: as a world-class university, it is at the international forefront in every selected teaching and research field; national view: as one of the best universities in China, it contributes to the country’s economic and social development; regional view: as one of the main members of the region, it cooperates with the government and the business community to develop Hong Kong into a knowledge-based society.

HKUST has set its overall development goal as "to establish HKUST as an outstanding institution with profound international influence and committed to serving the local community" [1]. In 2004, the HKUST formulated the 15 year strategic vision "2005-2020 strategic development plan" [2], which
proposed to combine the world view, national view and regional view, clearly combine the internationalization and nationalization of the University, pay attention to the international consciousness and international competitiveness of students in talent training, and devote to serving regional and local development. It is proposed to attract international academic leaders, focus on key areas and expand international influence.

In 2011, the HKUST formulated the five year strategic development plan for 2011-2016 [3]. In the international strategy of the plan, it emphasized that we should continue to adopt the international strategy, establish partnerships and cooperation plans in major regions, improve international reputation and status, and actively and actively absorb the best students and teachers from overseas. Plan and carry out strategic publicity activities around the world, enhance the image of HKUST, and promote it. Through alliance with key universities and cities in the mainland, we will further strengthen our activities, influence and enrollment in the mainland. As a young university, the HKUST has an international vision and international education philosophy and training objectives.

(a) Internationalization of teachers. Wu Jiawei, President of the HKUST, put forward that "professor is the soul of the university" and attached great importance to the influence of professor on the university. At the beginning of the founding of the university, President Wu led the organization of an international excellent faculty from 35 top universities in North America and Eurasia. After nearly 30 years of development, more than 65% of all teachers are foreign teachers and most of them graduated from Harvard, MIT, Oxford, Cambridge and other top universities in the world.

(b) Internationalization of teaching. In the HKUST, all courses are taught in English (except for some courses related to China in the College of Humanities and Social Sciences). Most of the textbooks used in the course are the latest English textbooks in Europe and America. Students are required to complete assignments, term papers, mid-term and final examinations in English. At the same time, HKUST also provides English, Chinese, Japanese, Korean and other courses for students, and promotes small English class guidance classes. There are 20 language multimedia teaching materials available in the self-study center.

The Chinese University of Hong Kong (CUHK)

Founded in 1963, the CUHK aims to inherit and develop Chinese culture, learn advanced scientific and technological knowledge from the west, and promote the exchange and integration of Chinese and Western cultures. In terms of school running mode, CUHK claims that it is neither British and American style nor Chinese style, but an international university based on Hong Kong. It integrates a variety of Chinese and Western traditions, but it is different from all kinds of Chinese and Western traditions. It adheres to a set of localized values. Through years of efforts, it has become the first-class comprehensive research university recognized by Hong Kong, China and the world. Ranked 46th in QS World University ranking 2020.

As one of the top research universities in Hong Kong, CUHK aims to become an outstanding institution in China and the region, and even the first choice for international universities in East Asia. In the ten year development plan 2006, Hong Kong Chinese will "become the first-class comprehensive research university recognized by Hong Kong, the whole country and the world, and make our university established in bilingual and cross-cultural tradition of student education, academic achievements and social contributions, all at an excellent level". They would like to further promote internationalization in terms of teachers, courses, students, cooperation and exchanges [4].

(a) International background of teachers. CUHK pays attention to the international education background of teachers, and recruits teaching staff for the world, which is evaluated by external evaluation experts. At present, there are 434 professors, 288 associate professors and 301 assistant professors in the University. About 93% of the teachers have overseas academic qualifications. Most of the famous universities in the world, including Harvard University, Cambridge University, Oxford University and other world-famous universities have higher education experience.

(b) Bilingual teaching features. Li Zhuomin, the first president of CUHK, said: "CUHK has set the promotion of the exchange and integration of Chinese and western academic and cultural traditions as a special goal from the beginning. It requires every student to have a deep understanding of their own
Chinese cultural traditions and be proficient in Western empirical methods and scientific knowledge. Knowing both Chinese and English is an indispensable tool for understanding and communicating. "The CUHK emphasizes bilingual teaching of Chinese and English, and pays attention to two languages and three languages (Chinese, English and Cantonese). Among all the courses, about 60-70% are taught in Chinese, and the rest are in English.

(c) Internationalization of teaching. In the teaching materials, the curriculum subjects and teaching materials of key universities in foreign countries are used for reference. Many courses adopt the original English teaching materials, trying to keep pace with the developed countries in curriculum setting, curriculum content and teaching materials. Every year, the Council of academic affairs of the Institute invites overseas experts to comment on the course subjects. There are many international joint courses held in the course taking mode, such as the MBA double degree course jointly run by the business school and overseas famous universities. Each party is responsible for half of the courses and realizes mutual recognition of credits. After graduation, the two degrees can be obtained.

The University of Hong Kong (HKU)

As the oldest institution of higher education in Hong Kong, HKU has set up its ambition of "leading Asia, embracing China and opening up the world" since it was founded in March 1910. It has carried out the mission of "refining, opening up new opportunities and gathering talents from all over the world" for several years and finally ranked the 25th among the QS world universities ranking 2020, continuously playing its role in the world effect.

The goal of HKU is to be the top international institution, to lead Asia, to embrace China and to open up the world. Teaching and scientific research, it is necessary to spare no effort, exchange benefits. HKU hope to strive for perfection on the essence, open up new enlightenment, gather talents from all over the world, teach them to become beautiful, cultivate people to be virtuous and new people in Ming Dynasty, and stop at perfection. The aim of HKU is to become a world-class top institution, which can provide a learning environment for inspiration [5].

Since its inception, HKU has been teaching in English and embarked on its path of internationalization. After a hundred years of development, HKU’s internationalization has been very comprehensive and in-depth.

(a) Internationalization of teachers. At present, the professors of HKU come from 35 different countries, and the sources are not limited to English speaking countries. The proportion of internationalization has reached 55%, and they are recruited in public all over the world. After the professor has certain qualifications, he can apply for academic holidays and visit other universities.

(a) Internationalization of teaching. HKU uses the original English textbook, teaching in full English, and timely and well interacts with Europe and the United States in academic research. As a feature of HKU, general education pays more attention to the integration of culture and science after the new curriculum reform. The six public core courses of general education are divided into four modules: Science and technology literature, humanities, global issues and China: culture, country and society. HKU emphasizes the excellent student-centered learning experience, aiming to provide a global and international perspective of university education. And through public lectures, media visits, publications and other knowledge sharing activities, to expand influence and demonstrate leadership.

Characteristics of Internationalization Development

Internationalization of Teachers

From the perspective of foreign teachers and teachers with overseas study background, the proportion of teachers with foreign study background is particularly high. In addition, the recruitment activities of the three universities all adopt the global recruitment mode. As Wu Jiawei, President of the University of science and technology, put forward, "professors are the soul of the university", and internationalization should start from the internationalization of teachers.
Internationalization of Teaching

All these universities teach in English (except for CUHK with part of Chinese teaching courses) and use the latest version of textbooks from Europe and the United States, trying to keep pace with developed countries in terms of curriculum content and textbooks. English plays an important role in students’ study and life, and helps international communication.

Internationalization of Communication

Three universities attach great importance to international exchange activities, such as University exchange program, joint training, and overseas practice. The Universities actively carries out exchanges and cooperation with universities, research institutes, enterprises, etc. all over the world, and establishes a strong global communication network through the establishment of a teacher-student network, which plays a good role in the development of the University.

Enlightenment

Through the analysis of the internationalization development of three universities in Hong Kong, there are still many aspects of our mainland university that need to be improved in the level of internationalization development, and need to learn from the Hong Kong’s top universities.

First of all, first-class universities in Mainland China should formulate international development strategy in combination with their own actual situation and discipline characteristics, and should not blindly pursue the “great leap forward” and divorced from their own reality actual development level.

Secondly, we should strengthen the use of foreign languages in teaching, teaching materials and international exchanges, so that foreign languages can be widely used in teaching and exchange.

Third, we should increase the internationalization elements in the curriculum, set up internationalization related courses, introduce excellent foreign teachers, and improve the internationalization level of teachers.

Fourth, we should increase the ties between foreign world-class universities, research institutes and enterprises, increase international exchanges and cooperation, carry out international academic exchanges, and enhance our image and position.

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