

# Research on the Construction of High-Level Faculty in Universities in the Context of the New Era

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**Abstract:** The faculty is the backbone and core of the school, and it is also a "power army" for the sustainable development of the university. The quality of the faculty is directly related to the comprehensive quality of a school. In the new era, the overall plan of deepening teaching evaluation reform should be implemented comprehensively, so it is necessary to grasp the development pulse of faculty construction and actively explore the new faculty, so as to lay the foundation for the national training of high-quality faculty.

## 1 Introduction

"The 19th National Congress clearly pointed out that education is the fundamental task of national revitalization, so we should put education in the first place, accelerate the modernization of education, and promote the internal development of higher education. Higher education is getting more and more attention in the Party, the state and the society, now China's higher education is in the deep water of reform, and the education system is gradually improving. On the one hand, vocational education has been implemented, some undergraduate colleges and majors have been incorporated into the vocational education system. On the other hand, under the development of "double first-class", some higher vocational colleges and universities have entered the undergraduate education system, and gradually improved the higher education system. The development of higher education in China cannot be achieved without a high-quality and high-level faculty. At present, the quality and level of teachers in China's colleges and universities, their requirements with the Party and the state still have a large gap, and it is urgent to make adjustments in teaching philosophy, management system, teacher moral construction and other aspects to provide talent support for the construction of double first-class universities, and to improve the overall level of higher education in China. The following is an analysis of the construction of high-level teachers in universities in the new era, with a view to providing certain reference for the development of China's education system [1].

## 2 The Necessity of Building a High-Level Teacher Team in Colleges and Universities in the Background of the New Era

High-level faculty in colleges and universities, its ability to promote the education and teaching of teachers, so that they have the knowledge and personality power. It is an inevitable trend of college education reform for colleges and universities to cultivate high quality comprehensive talents.

### 2.1 The Major Demand of the Change of the Main Social Contradiction in the New Era

General Secretary Xi Jinping pointed out that education is expected by the people, it is also the primary task of China's education work at present. The quality of teachers is the key to the development of schools, and the "education" of teachers should not only be reflected in the transmission of knowledge, but also from the perspective of "soul building" to achieve. Strengthen the construction of high-quality, professional and innovative teachers, which is the premise and core of building a high-quality teacher team.

### 2.2 The Need for Social Development in the New Era

The new era is the era of demand for talents. To build a better society, it is necessary to strengthen the cultural and moral cultivation of teachers, thus putting forward higher requirements for teachers' style. Only a team of teachers with high moral character, charisma and professional ethics can create a group of high-quality talents with virtues. Some scholars generally believe that the construction of teachers is not only related to the

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development of education, but also to the development of the country and the nation. The high-level construction of teachers in colleges and universities is an important way to cultivate and create students, and the role of high-level faculty construction in education should not be ignored [2].

### **3 The Construction of University Teachers' Morality and the Construction of University Teachers' Team in the Background of New Era**

#### **3.1 The Construction of Teacher Morality is the Primary Task of the Construction of University Teachers' Team**

In order to better deliver high quality talents to the outside world, to improve the teaching quality of schooling in general to meet the demand of talents, each higher education institution is actively making efforts to deliver high quality talents to the society. If a teacher's ideological quality is not high and his or her moral character is not sound, his or her ideological quality, personal cultivation and moral cultivation will have certain influence on him or her, so ensuring the construction of teachers' moral character has become the primary task of the current university faculty construction.

#### **3.2 Teacher Moral Construction is the Quality of High-Level Faculty**

Teachers are based on virtue, and it is necessary to build an excellent teaching team. First of all, it is necessary to ensure that the teachers' own morality can meet the requirements of teaching. In the current competitive environment, to ensure the output of excellent talents and let the excellent talents stand out in the fierce competition, it is necessary to have a group of high level teachers to help colleges and universities achieve the competition in education. Based on the excellent teacher morality, we promote the construction of the teacher team to be more and more perfect and powerful, to realize the purpose of teacher team construction, to improve the overall teaching quality, to improve the level and efficiency of school operation, to promote the long-term development of colleges and universities, and finally to promote the development of education and teaching [3].

### **4 The Current Situation of High-Level Faculty Construction in Universities in the Context of the New Era**

Education is the basis of a hundred-year plan, and it is an urgent task to cultivate a high-quality and high-level innovative faculty. Establishing moral education is not only the basic task of colleges and universities, but also the basic requirement of college reform. Therefore, it is

necessary to fully realize the importance of faculty strength, moreover, it is necessary to fully realize the importance and core value of faculty team to the construction of first-class universities, and it is also necessary to correctly understand the current problems, difficulties and contradictions in the construction of faculty team in our universities.

#### **4.1 Lack of Sense of Responsibility**

Teachers should have a high sense of professional responsibility, love education, and devote their lives to the cause of education. However, in some colleges and universities, some teachers take the theory of socialism with Chinese characteristics as just a teaching task that should be accomplished in the Civics and Political Science class, without corresponding unfolding educational work, which leads to slackness in political theory learning. At the same time, under the strong impact of the current market economy, some teachers' professional ethics, responsibility and sense of duty are relatively weak. They just teach the contents of textbooks in a step-by-step manner, without extending the teaching to students.

#### **4.2 Unreasonable Faculty Structure**

The assessment of faculty structure mainly includes age structure, education structure, title structure and academic structure. From the viewpoint of age composition, in recent years, Chinese colleges and universities have introduced mainly young teachers, which accounts for a considerable proportion, and the average age is low, which leads to the unevenness of the teaching staff and is not conducive to the complementarity of teachers, as well as cannot promote the sustainable development of teaching and research. In terms of academic structure, the proportion of highly educated teachers in China's colleges and universities is still small, and specifically in each province and city, the proportion of graduates from western economically backward regions and some higher vocational schools is low. In terms of the composition of titles, it is generally believed that the appropriate ratio rate of positive, associate high, intermediate, junior and no titles is 1:3:4:2:0. Since the proportion of young teachers is relatively large, all the newly introduced young teachers have reached the intermediate title in recent years, but the ratio of senior title teachers does not increase much and slowly. In terms of academic structure, the diversity of teachers' academic background is the driving force for the sustainable development of colleges and universities. Due to the constraints of various factors, colleges and universities have trained a large number of undergraduates, masters and doctoral students, there are cases of teachers and apprentices in the same school and students in the same school [4].

### 4.3 Teachers' Morality Needs to be Further Improved

From the perspective of "four excellent teachers" in the new era, the function of teachers' moral leadership in China's colleges and universities needs to be further improved, especially the role of ideological and political education needs to be further strengthened. Under the influence of bad social culture and values, under the wrong educational concepts and behaviors, teachers in colleges and universities pass wrong educational ideas in teaching day after day, which makes students subconsciously changed by teachers' educational behaviors at the critical moment of forming three views. Therefore, the wrong behaviors and ideas of teachers in this category should be corrected in time.

### 4.4 The Employment System of Colleges and Universities Needs to be Reformed

At present, there are some problems in the construction of teachers' team in China's colleges and universities, some of which have large space for optimization and integration in structural design, there is an urgent need to strengthen the expansion of teachers' team, especially the cultivation of backbone teachers, innovative and research-oriented teachers. In terms of the composition of titles, the guidance of high-end talents should be increased. From the viewpoint of education level, there is

an urgent need to improve the quality of teachers' education. In terms of the age composition of teachers, the teachers are not young enough, and there is a serious lack of backup strength.

### 4.5 Deficiencies in the Management System of Teachers in Colleges and Universities

Most universities still tend to use traditional personnel management methods, and they are more strict in implementing appointment systems and other aspects. On the whole, our country lacks the reform spirit of active exploration and development, it is more vulnerable to the influence of external environment and various factors. In the university system, the existing talent cultivation system and assessment mechanism are old and backward, which will certainly lead to many problems in the construction of the faculty, this will also restrict the demand and height of the construction of "double first-class" and "high-level characteristics" disciplines in our universities.

## 5 The New Requirements for University Faculty Construction in the New Era

### 5.1 The Overall Structure of the Faculty Needs Further Improvement

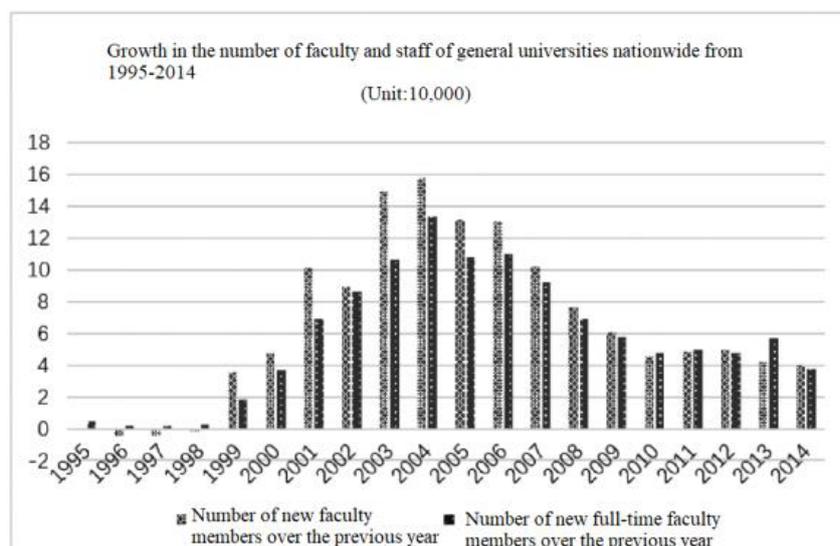


Fig. 1. Trends in the number of teachers in higher education

This Figure 1 figure shows that from 2003, with the implementation of "Undergraduate Teaching Level Evaluation" in 2003, there was a new peak of growth in the number of university teachers in 2003 and 2004, which shows the guiding effect of national policies on the construction of university teachers. With the continuous growth of the faculty, the academic structure of the faculty also has a good development, and it is worth paying attention to the fact that along with the continuous growth of the faculty, the trend of "under-age" is gradually emerging. The proportion of junior teachers in

the faculty of our universities is high, while the proportion of senior teachers is low, which has caused serious problems of academic structure and title structure. There are two reasons for this situation: First, fresh graduates are still the main source of university teachers. On the other hand, the shortage of talent has resulted in a low proportion of senior teachers. With the development of the times, the age structure, title structure, and academic structure of our teachers have to be improved even more [5].

## **5.2 The Concept of Teaching and Educating People Needs to be Further Enhanced**

In recent years, people have put forward higher requirements for improving teaching quality, teachers are the key to improve teaching quality, and to give full play to the important role of teachers in teaching, fundamental teaching changes must be made. Firstly, we should establish the consciousness of moral education. Cultivating talents is the top priority of education work in colleges and universities, it is also an important responsibility of college teachers. The previous orientation of using research funds and published papers as measurement indicators has now been replaced by graded management and separate assessment. The quality of education is an important index for the evaluation of universities and teachers. In the new era, teachers have to aim at teaching and educating people, they have to adjust the quality of teaching as fast as possible, as well as reflect deeply on their quality of character. In order to make people, we must first establish morality, and teacher morality is the most important moral quality of teachers, so that they can teach by example.

## **5.3 Enhancement of International Perspective**

In recent years, as the overall quality of university teachers continues to improve, teachers' abilities in English have all improved substantially, which also lays a solid foundation for future teaching work. However, the improvement of language proficiency does not mean that the international communication level of students is also improving, and the internationalization of English education has not changed significantly. The construction of "double first-class" should be realized from the domestic first-class to the world first-class, from the low-end to the high-end of the world, and gradually improve the international influence. In the analysis of online communication ability of universities, it is shown that compared with the world famous and Asian famous universities, there is a big gap between the English communication level of our universities. With the deepening of "One Belt, One Road" strategy, the international vision and international communication ability of university teachers have been greatly improved.

Strengthen the use of thinking about the Internet. At present, the rapid development of Internet technology has made information technology networked, mobile and intelligent, and these features have not only changed the traditional business operation mode, but also challenged the traditional way of education. The rapid development of large-scale online open courses is a good example. Due to the influence of geography, time, teachers and other factors, the integrated use of the Internet has enabled teachers to quickly solve the difficulties they encounter in teaching. The Internet+ has made it possible for teachers to think seriously about the direction of their development, from "knowledge" to "thinking". The "Internet + Education" is both a challenge and an opportunity for teachers.

## **5.4 Collaborative Innovation Skills Need to be Further Enhanced**

Knowledge should be broad. At the level of individual teachers, the broader the teachers' knowledge is, the easier it is to integrate and combine with collaborative innovation. At present, most teachers in colleges and universities have doctoral degrees, and they have deeper research in a certain professional field, but they lack certain accumulation in breadth. In the current context, college teachers should enhance their knowledge structure, both to expand their knowledge in their own professional fields and to draw a lot of nutrition from education, culture and other fields to improve their scientific quality.

There should be good collaboration spirit. At the school level, innovative collaboration with research institutions, industry enterprises, local governments, international organizations, etc. should be strengthened. From the perspective of teachers and the cooperation of disciplines, professions and departments, teachers need to have a strong sense of teamwork. In practice, many issues such as benefit distribution, evaluation and assessment will directly affect the enthusiasm and integration of cooperation. Therefore, in this current period, collaboration needs to be motivated, dedicated and visionary.

## **6 Strategies for the Construction of High-Level Faculty in Universities in the New Era**

### **6.1 Conducting Good Value Guidance**

Strengthen the ideological and political quality and professional ethics construction, which is the top priority of teachers' work in colleges and universities. It is necessary to adhere to the fundamental principle of "educating people with morality", to integrate the core socialist values into the whole teaching process, to improve and enhance the moral cultivation of teachers and staff, and to guide teachers to become the disseminators and promoters of advanced ideology and culture from the very beginning, so as to promote the healthy development of students. Thus, in the process of building a high-level teaching team, teachers should seriously strengthen the orientation of the three views and establish and inherit the concept of teacher ethics in the new era.

### **6.2 Strengthen the Cultivation Work and Improve the System**

Young teachers are the root of cultivating a high-level faculty, and whether a high-level faculty can be developed effectively requires further deepening the reform of teacher education, accelerating the professionalization of the teaching force, especially strengthening in-service training and continuing education for teachers, improving the education and

training system, promoting lifelong learning for teachers and the overall development of students from both inside and outside the school. In-school on-the-job training is also known as school-based, should be developed by local institutions of higher education, taking into account the actual situation of our schools and the actual situation of teachers, with corresponding training plans and measures, and a corresponding training system should be established. First, in terms of selection and appointment mechanism, teacher moral construction is the top priority, and a grading education system for teachers should be established, focusing not only on pre-induction training for new teachers, but also on in-service training system for new teachers. Secondly, we insist on internationalization as the basis and high-end orientation, and carry out various types of talent training programs, which requires strong support from governmental functionaries and schools in all aspects such as policies and materials, and provide various opportunities for teachers to go abroad for further study and international cooperation. While attracting high-level talents from home and abroad, outstanding young teachers should also be encouraged to go to foreign institutions of higher learning for research, academic exchanges, and academic conferences. At the same time, the quality of teachers' education should be further improved and they should be encouraged to keep obtaining doctoral degrees so that their educational structure can be better developed.

### **6.3 Actively Promote Employment System Reform and Establish New Employment Standards**

In order to meet the work demands of colleges and universities, it is necessary to set up people according to their posts. In order to prevent "varying from person to person", colleges and universities can disperse their work authority to different faculties, so that they can maximize the autonomy of students and select excellent teachers, and let schools establish an open recruitment system in line with their own needs according to their own development. Insist on the implementation of an evaluation system. According to the overall plan of education evaluation under the new situation, universities should strictly implement the annual assessment system, taking teacher morality as the primary standard, highlighting education, teaching and scientific research work, and improving teachers' scientific research work, instead of relying only on the "talent hat", they should adjust the assessment standards according to the actual situation, and truly reflect the current teachers' ability It is also to urge teachers to keep learning and enriching their knowledge reserves. Through a comprehensive analysis, we understand that there are some external factors influencing the evaluation system of some universities, in such a background, universities need to build and optimize the evaluation system from the top perspective, taking "academic first" and "contribution" as the goal. Under the guidance of this system, teachers can continuously improve themselves, so as to achieve the purpose of selecting excellent teachers and making their

own contribution to the cultivation of talents.

### **6.4 Strengthen the Diversified Salary System and Improve the Talent Development System**

Insist on giving priority to education development, and teachers' work is the top priority of education development. To improve the salary of university teachers is to improve their recognition and commitment to their work. At present, to build a new type of salary system, we must break through the existing salary system and improve its flexibility. At the same time, it is necessary to tilt the advantageous resources and salary standards to the excellent and backbone teachers, so as to improve their treatment and social status. From the realistic point of view, some colleges and universities have obvious defects in teachers' salary and welfare, which lack absolute attraction for excellent teachers and cause the loss of a large number of excellent teachers, which seriously restricts the development of our colleges and universities. Therefore, colleges and universities should implement performance management according to their specific conditions, which can mobilize teachers' enthusiasm, solve their financial problems, and bring them a sense of security and belonging.

## **7 Conclusion**

In the new era, the construction of high-level teachers' team in colleges and universities must be combined with local talent introduction programs from the perspective of overall development, and establish a sound employment mechanism to provide better development space for them. In the process of building a high-level faculty, we should strengthen the communication and interaction with excellent teachers, enhance the professional quality of teachers and their influence on the industry, strengthen the construction of teacher style and morality, and lay a solid foundation for the cultivation of high-quality and highly skilled talents.

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