

Research on the Stability and Countermeasures of Teachers in Private Colleges and Universities

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Abstract: *After more than 40 years of continuous development, private colleges and universities have become an important part of China's higher education. College teachers are the core strength of higher education, it plays an important role in the development of higher education. however, in the process of the continuous development of the scale of colleges and universities, the flow of teachers in private colleges and universities is frequent, Job hopping is common. Therefore, it directly leads to the difficulty of completing the teaching task of private colleges and universities, the teaching effect is greatly reduced, lack of guarantee for teaching quality, there is a fault in the "pass, help and lead" echelon of teachers in private colleges and universities, it can be said that the instability of teachers has become the bottleneck affecting and restricting the healthy development of private colleges and universities. It is very necessary to study the stability of the teaching staff of private universities.*

Keywords: *private college, teaching staff, stability, countermeasure*

1. Introduction

After more than 40 years of continuous development, private colleges and universities have become an important part of China's higher education. College teachers are the core strength of higher education, it plays an important role in the development of higher education. however, in the process of the continuous development of the scale of colleges and universities, the flow of teachers in private colleges and universities is frequent, Job hopping is common. Therefore, it directly leads to the difficulty of completing the teaching task of private colleges and universities, the teaching effect is greatly reduced, lack of guarantee for teaching quality, there is a fault in the "pass, help and lead" echelon of teachers in private colleges and universities, it can be said that the instability of teachers has become the bottleneck affecting and restricting the healthy development of private colleges and universities. It is very necessary to study the stability of the teaching staff of private universities.

Private higher education in China has been explored for many years, great progress has been made in many aspects, for example, legal system, school scale and quality, etc, but there are also some problems in development, among them, the stability of teachers is relatively poor, it means that the stability of teachers in private colleges and universities has become an urgent issue for us to pay attention to. This is the key stage of the climbing transformation of private colleges and universities from scale expansion to connotation construction, the instability of teachers has become a bottleneck affecting and restricting the healthy development of private colleges and universities^[1], a stable, efficient and cohesive teaching and research team cannot be established, the sustainable development of education in private colleges and universities will be in jeopardy. Therefore, stabilize the teaching staff, enhance teachers' sense of belonging, enhance school cohesion, in order to effectively ensure the teaching quality of private colleges and universities, in order to promote the sustainable development of private higher education.

2. On the stability of teachers in private colleges and universities

Teachers in private colleges and universities are the main body of private schools, it plays an important role in the development of private education. Instability of teachers in private colleges and Universities, it will inevitably affect the education and teaching of teachers in private colleges and universities, so as to affect the future development of private higher education. Therefore, research on the stability of teachers in private colleges and Universities, it is very necessary, this paper analyzes the problems in the process of ensuring the stability of teachers in private colleges and universities, find the cause of the problem, it provides an important basis for putting forward and improving the guarantee of the stability of full-time teachers in private colleges and universities in the future.

2.1 The number of teachers is insufficient and the quality is bad

At present, one of the practical problems of teachers in private colleges and universities is that there are too many part-time teachers and too few full-time teachers. Among the full-time teachers, the number of teachers with high degrees and titles is very small, and the number of doctors is seriously insufficient. Most of the full-time teachers have master's and bachelor's degrees, and the professors are also seriously unqualified. Many of them have junior and intermediate titles. Among the part-time teachers, the employment of part-time teachers is a means for private colleges and universities to save costs and reduce school running costs. The characteristics of part-time teachers are strong mobility, poor stability and inconvenient management, which is a great challenge for private colleges and universities to improve teaching quality and management level.

2.2 Unreasonable age and title structure of teachers and high pressure for promotion

According to the analysis of the survey data, in private colleges and Universities, the age and professional title structure of teachers are very unreasonable. At present, the proportion of young teachers under the age of 35 is too large, accounting for about 70%. The backbone of young and middle-aged teachers is very scarce, and the construction of the team of teachers lacks the backbone^[2]. Generally speaking, the greater the proportion of young teachers, the worse the stability of the teaching staff, the more people with low professional titles, the greater the pressure for promotion. The superposition of these two factors brings double difficulties to the construction of teachers in private colleges and universities, which must be highly valued.

2.3 Low loyalty of teachers

Teachers are an important group of private colleges and universities, for stable teaching order, it plays a key role in ensuring the quality of teaching, the loyalty of front-line teachers to the school, it directly affects the stability of teaching order, we must pay attention to it. However, the loyalty of many teachers in private colleges and universities is low, the proportion of teachers with more than five years of service is low, one third of the teachers are new teachers in the past three years, many teachers left the school after being awarded the title of associate professor, lead to the "pass, help and lead" echelon fault of the school, if this situation is not reversed in time, it will have a serious impact on the future development of private colleges and universities.

2.4 The working environment is full of depression

Every year, there are many teachers resigning in Nanchang private colleges and universities in Jiangxi province, and then the school recruits new teachers to come in. Although it is said that the turnover is too frequent and the number is too large, it brings unstable psychological factors to the teachers. The new teachers have less training, more classes and no grinding, so the teaching quality is not high, and many teachers have heavy tasks. There are a lot of materials to deal with the inspection, and there is no corresponding compensation, which leads to the depression of the atmosphere, the resentment of the work, and the poor spirit of safety, education and happiness.

2.5 Low salary

The salary structure of teachers in private colleges and universities in Nanchang is relatively simple, most of which are composed of basic salary and class fee. The basic salary is linked with the professional title. The new teachers are the lowest in basic salary and class fee. The main way for young teachers to get more salary is to have more classes. On average, teachers in private colleges and universities have four or more classes a day, because the number of full-time teachers is relatively small, There are too many teaching heads, so we have to prepare for classes every day. There is a lot of work pressure. The working age salary is about 20 yuan a year, and the total salary is very low after one year. The huge teaching pressure and the low salary that do not match with it are easy to frustrate the enthusiasm of teachers, thus causing a great mobility of teachers in private colleges and universities. The reason for the low salaries of teachers in private colleges and universities is that the sources of funds are different. The salaries of teachers in public colleges and universities are subsidized by the government, and the salaries of teachers in private colleges and universities are derived from the tuition fees of students. Therefore, the students in private colleges and universities in Nanchang are the life of the school, and the enrollment in summer vacation every year is the continuation of life. This situation directly leads to the low quality

of students in private colleges and universities, and the teaching quality and student management are also greatly affected, which brings great challenges to the discipline construction and professional development of private colleges and universities in Nanchang city.

3. Strategies for the stabilization of teachers in private colleges and universities

Under the background of the transformation from private colleges and universities to application-oriented undergraduate colleges and universities, in order to transform and upgrade their majors and improve their subject level, we should first stabilize the fundamentals, stabilize the teachers through effective means, enhance their self-confidence and sense of responsibility, and build a professional teachers' team with stable personnel, reasonable structure and excellent quality.

3.1 Raise wage

Nanchang private university teachers' salary and payment standards are set by the university itself, and the salary of private university teachers mainly comes from students' tuition, there is no guarantee for teaching staff. In view of the phenomenon of low salary and unstable payment of teachers in private colleges and universities, private colleges and universities can appropriately increase the basic salary of teachers in order to realize the treatment and retention. At the same time, in view of the fact that some private colleges and universities in Nanchang encounter poor financial situation, the local government should provide financial support to private colleges and universities in terms of policy and finance, so that private colleges and universities in Nanchang can improve the treatment of teachers. Teachers in Nanchang private colleges and universities have made great contributions to local education and teaching, comprehensive stability maintenance and spiritual civilization, and they should be treated the same as teachers of public colleges and universities.

3.2 People oriented and cultivate a sense of identity

Cultivate teachers' sense of identity of private colleges and Universities, need people-oriented, based on the majority of Teachers, attach importance to teachers' psychological thoughts, the growth process of teachers' concern and care, build stairs for teachers to realize their personal dreams. adhere to the cultivation of private teachers' sense of identity with the school, adopt a variety of methods to meet the needs of teachers to be respected to the greatest extent^[3], such as issuing birthday cards, organize volunteer league building activities, arouse teachers' enthusiasm, initiative and creativity, stimulate teachers' work enthusiasm.

3.3 Expand ways of training and further study

Teachers are encouraged to take part in various training courses, local governments and relevant competent departments in policy, the same support will be given to teachers of private colleges and universities in terms of funds and quota. Private colleges and universities can select some excellent teachers to study and train, it is used to improve teachers' professional level and professional quality^[4]. Such as, let experienced old teachers guide, helping young teachers, improve the work efficiency of young teachers, relevant experts can also be invited to give lectures at the school, at the same time, new teachers will be sent to other places for training and study, enhance their value.

3.4 Strengthen democratic management and enhance the sense of ownership

Allow and encourage teachers to participate in school decision-making, let teachers have the opportunity to become school managers, mobilize teachers' enthusiasm to participate in school management, meet the normal and reasonable needs of Teachers. this is the basis and premise of the correctness of decision-making in private colleges and universities, it is also a better way to establish the sense of ownership of teachers in private colleges and universities. we can further implement the construction of teachers' rights protection organizations in private colleges and universities, establish a team that can represent the rights and interests of teachers, organizations that can fully play the role of democratic participation and supervision, when the rights and interests of teachers in private colleges and universities are damaged, get help at the first time.

3.5 Formulate corresponding local policies to protect the rights and interests of private teachers

Law is the safest way to protect teachers' rights and interests, at present, the construction of our legal system needs to be improved, for teachers in private colleges and universities, it should be protected in law, teachers in both public and private colleges and universities should be treated equally. on the basis of national policies and laws, local governments, it can issue corresponding local policies and regulations or establish special funds for private colleges and universities, in order to better protect the legitimate rights and interests of teachers in private colleges and universities^[5].

4. Conclusion

With the development of China's economy and society, the scale of private higher education will be further expanded, market scale of private colleges and Universities, the number of students in school will rise to a higher level. in that case, the scale of teachers in private colleges and universities will be further expanded. Therefore, we will vigorously stabilize the ranks of teachers in private colleges and universities, we can improve the salary of teachers in private colleges and universities, cultivate teachers' sense of identity and responsibility, expand ways of training and further study, strengthen democratic management, formulate local regulations and other aspects, enhance the stability of teachers in private colleges and universities, in this way, teachers in private colleges and universities, private colleges and universities, it is beneficial to local education. Therefore, the stability of teachers in private colleges and universities, it is a powerful guarantee for the education and teaching quality of private colleges and universities, it is the key link of the sustainable development of private colleges and universities, it needs to attract the attention of all stakeholders.

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