

# Research on the Development of Teaching Management Staff in Colleges and Departments of Universities

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**Abstract.** The rational development of the university teaching management personnel is the request of the development of higher education itself, and it is also an effective way to overcome the deficiency of the traditional education management. In the era of knowledge economy calls for a scientific and democratic and efficient management of higher education, and the development of the teaching management staff in colleges and departments especially the development of the teaching management staff in colleges is not only the premise of the scientific management, but also the realization of college and department two level management democratization, an important factor to improve the efficiency of university management. The research work related to the concept of carding, definition and analysis, is the premise and necessary conditions for the smooth progress of the research work and in-depth development. To carry out the development of teaching and administrative staff in colleges and departments is also the case. In this chapter, this study from the concept of college teaching management, teaching management concept, try the definition of universities on the development of the teaching management staff in universities to explain the path, composition and construction elements, on the teaching management staff in universities development dependence analysis.

## Introduction

As the main body of teaching management in colleges and departments, the overall level of teaching management team determines the faculties of the university teaching management effect, therefore, to strengthen and improve the teaching management of colleges and departments, which is related to the effect of teaching management in colleges and departments, but also to carry out the teaching management effect. However, from a practical perspective, the teaching management team in colleges and departments is very important, but in reality has not received enough attention as professional teachers, the construction of the teachers is often replaced by the construction of teachers, therefore, study on the scale, structure, selection, use and management and other aspects of the team too little attention [1].

The practice of history has repeatedly proved that the teaching management team, as an important part of the management team in colleges and departments, shoulders the important task of teaching management [2]. The construction of teaching management team in colleges and departments related to the teaching management objectives, content, process, evaluation, leadership can be implemented, and the relationship between the departments of teaching management can achieve the results of major issues. Therefore, in the new period, to carry out the development of college teaching management personnel research, the construction of a strong political, business, strict discipline, style is the teaching management team, is of great significance. In the new period, the teaching management of colleges and departments in colleges and departments should be eager to give a deep call to the development of teaching management in colleges and departments [3].

Teaching management development as an important component of human resource management in colleges and departments, is to improve the level of employee performance, development team and individual potential, the organization continued success management, is a strategic significance of the university management. The teaching management staff in two faculties, in the university management

team in the daily work of the grassroots, bear with school leaders and various departments to communicate with teachers and students, each coordination of the various service work, their ability and quality directly affects the interests of all the staff and school competitiveness. The teaching management work can really play its role depends on its key factors in the system of administrative personnel work ability, work quality and efficiency level, and the ability to mobilize the administrative staff's work enthusiasm is a decisive condition for doing a good job. Therefore, the development of personnel in the teaching management team of the two departments of colleges and departments is an inevitable requirement for the realization of high efficiency and specialization of college management and improve the competitiveness of colleges and departments.

### **The Special Meaning of the Teaching Management Staff in the Department**

Teaching management in colleges and departments, colleges and departments is to achieve the school education goal and the plan, relying on the provisions of organization and system, the means and measures, give full play to the functions and efficiency of management, to lead and guide the staff and students, relying on the government and social resources, effectively complete the task, organization and implementation of activities the target, is an important task for the teaching and research activities abroad. The two colleges and departments in the higher education system reform, has gradually developed into a set of teaching, scientific research, management as one of the relatively independent of the individual, in the location of the university plays an important role. The teaching management department as a school, hospital (department), two cooperative education management, to further strengthen the communication and contact about "role, take a lot of work has been, by a simple clerk to staff, coordinator and service staff [4].

College teaching management personnel, refers to the university of two departments engaged in teaching management staff. According to different point of view, it can be divided into two categories: according to the management level can be divided into senior management and general management. Senior management refers to the two departments (dean, director, secretary, deputy director, deputy director, deputy secretary). They are also middle level cadres of teaching management in colleges and departments. The most managers have a dual identity, both belong to the teachers teaching management series and play a leading role, commonly known as "shuangjiantiao", they are the school decision maker, is the school leader in between school leaders and staff also plays a role as a bridge, and upload. The general manager is the director, deputy director of the office, the Department of the communist youth league secretary, party secretary and other management personnel, the level of management personnel is the main schools and two colleges and the implementation of policy implementation.

### **The Main Problems Existing in the Development of the Teaching Management Staff in the Universities and Colleges in China**

From the field of higher education, the teaching management staff in universities in the process of development, has made remarkable achievements, but the view from the practical point of view, it is not difficult to find, there are still many contradictions and problems, especially in the lack of scientific planning and overall development; cultivate their own ability and quality not coordinated; occupation the development predicament; cultivation mechanism and guarantee mechanism is not perfect etc [5].

From the development of personnel development and teaching management of our country, with the deepening of reform and opening-up and socialist modernization construction, cadre personnel development is facing many new situations and new problems in the past did not encounter, these problems are mainly: one is the ideological and political quality decline. Specific performance: neglect the study of political theory, ideals and beliefs shaken, no firm political stance, the purpose of a fall in consciousness, political acumen and political discernment is not strong. Two is the spread of corruption, repeated. Three is the existing defects of the cadre and personnel system. As cadres cannot,

can go up not down, cannot retreat; outstanding talent to talent shows itself in the unwholesome tendencies; difficult to effectively overcome [6].

From the perspective of higher education, the development of teaching management staff in colleges and departments, it should be said, has achieved remarkable results. But from a practical perspective, it is not difficult to find, teaching management in colleges and departments of our country development there are still some problems, especially in teaching management of colleges and departments is the lack of overall planning, scientific teaching management team and the overall combat capability and bearing the task of coordination, the overall quality of college teaching management team and the positive image needs to be further improved, the teaching management team cultivation mechanism and guarantee mechanism is not perfect.

Since the reform and opening up, with the process of socialist modernization, especially after entering the twenty-first century, China's economic, political, and cultural and education and other aspects have taken place a major adjustment and breakthrough. Along with our country to the construction of higher education in the capital, policy of increasing investment, the overall level of colleges and departments has been improved and diversified trend, an important group of teaching management in colleges and departments as the school day-to-day affairs office, professional quality and psychological quality than in the past has been improved to some extent. But in recent years, the competition between the demand and the development trend of university or behind the society, must make the teaching management in colleges and departments of professional quality up to a new height, so as to improve the competitiveness of colleges and departments. Therefore, in addition to teaching management of colleges and departments should pay attention to the charge on their own, and constantly update their knowledge skills, improve the management level, colleges and departments should also create more learning opportunities for faculty staff, the comprehensive quality of teaching management departments rose to a new height, so as to create more favorable conditions for the development of the school. At present, there are still some defects and deficiencies in the teaching management personnel of colleges and departments in our country in their own development and quality ability training.

In recent years, colleges and departments to attract talent threshold is increasing, the new teaching management personnel are required to have a postgraduate degree, and the nature of teaching management work to decide which is a large part of work, which resulted in the administrative requirements of higher education and the actual work contents of the contradiction between the relatively low layer. This contradiction inevitably makes the teaching management personnel feel that their value cannot be fully reflected. In the occupation status, China has always respected the honors the teacher and respect his teaching standing three feet of the podium, can give students the knowledge and morality is a very proud thing, as a teacher by respect. In colleges and departments engaged in teaching and learning, teaching and administrative staff, teachers and students, teachers and students are generally considered to be lower than teachers, professional ability is not strong. Therefore, the colleges and departments teaching management personnel of the social evaluation is not high, there is no influence in the community. In such an environment, it is difficult to find a clear career anchor, they do not have a sense of career achievement, but also cannot find the value of self-realization of their own professional identity is getting lower and lower.

### **Strategies for Improving the Development Level of Teaching Administrative Staff in Colleges and Departments**

To strengthen the teaching management of colleges and departments development, must establish the concept of people-oriented, adhere to the development as the first prerequisite, comprehensive coordination, overall planning. To firmly establish the investment is the most effective investment ideas, adhere to the talent in the priority position, and constantly increase investment in personnel work. To strengthen the teaching management of colleges and departments, we must emancipate the mind, change the idea, because the school system, in accordance with the times, not all, but to use, but not

often come to the actual principle, ensure the teaching management personnel departments in line with the development of the development of universities; scale, structure and quality of the individual to ensure the teaching management team and adapt to the development of universities; teaching management departments to ensure the development of leadership system, scientific and effective operation mechanism, is conducive to the promotion of the teaching management work of colleges and departments, to promote sound and rapid development of higher education and provide a strong organizational guarantee.

The basic work of the overall construction of teaching management in colleges and departments is the development of colleges and departments, it is also a complex system engineering, must use the system concept, dialectical thinking, planning various factors, deal with all aspects of the relationship, to promote the college teaching management personnel knowledge structure adjustment. One is to deal with the relationship between the knowledge structure of the teaching and administrative staff in universities and colleges and the teaching management of colleges and departments. The college teaching management personnel knowledge structure adjustment to college construction system to thinking and planning, not just on the college teaching management personnel knowledge structure adjustment on teaching management of colleges and departments development. At present, adapt to the new era of teaching management work of colleges and departments of administrative needs is the most important and most practical, the most urgent task for college teaching management personnel to adjust the knowledge structure, the college teaching management personnel knowledge structure and college teaching management work together to think, to strengthen ideological and political construction of teaching management team departments in a prominent position, the teaching management team and firm political and ideological and moral purity effect led the entire team's pure consolidation; two is to handle the relationship of teaching management department to adjust the knowledge structure of hierarchical classification construction. College teaching management personnel knowledge structure adjustment is a big system, the knowledge structure adjustment of various teaching management personnel at all levels of both common and personality characteristics, to form a common strong, outstanding personality, complementary advantages, in talent phalanx in the whole, adhere to the overall progress, and achieve major breakthroughs. In accordance with the principles of unified construction, highlighting the focus of the key positions of the teaching management staff to adjust the structure of the implementation of the policy tilt. Don't care for this and lose that college teaching management personnel, to ensure that the knowledge structure adjustment of the overall progress, ensure the realization of the total personnel, the overall quality and knowledge structure layout to achieve the teaching management in higher education requirements; the three is to deal with the relationship between needs and long-term development. The college teaching management personnel knowledge structure adjustment as a long-term strategic task and a link between the dynamic processes of development, adhere to the overall advancement and step-by-step implementation of unity, promote the implementation of the long-term goal for the implementation of the task of the stage.

## Conclusions

College related departments undertake teaching and educating people, engaged in scientific research and provide services for social development of the three functions, is to promote the development of the carrier and base, to provide intellectual support for the development of the school. With the continuous development of China's higher education and the knowledge economy era, the social concern of university is not only the quantity and quality of education to cultivate talents, more and more people begin to pay attention to college teaching management work efficiency, especially the work efficiency of college teaching management. Although unlike enterprises to pursue profit for the purpose, but as an organization, the efficiency of teaching management in colleges and departments is related to the sustainable development of colleges and departments. The humanistic, scientific and high efficiency of teaching management in colleges and departments is an important guarantee to improve

the overall level of administrative work in colleges and departments and to improve the effectiveness of administrative work.

This study from the perspective of talent science teaching management development, analysis of the current teaching management of colleges and departments in the development of common problems, to explore the essence of the teaching management of colleges and departments development, defining the concept of teaching management in colleges and departments and the development of related concepts and combs related. The results of this study will strengthen and improve the development of teaching management staff in colleges and departments, and improve the overall level of personnel development is bound to play a useful guiding role.

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