Countermeasures of Establishing Innovative Teaching Teams in Colleges and Universities

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Abstract: Aiming at problems existing in the process of establishing innovative teaching teams in colleges and universities, the paper brings forward the basic characteristics of innovative teaching teams and the countermeasures of establishing innovative teaching teams in colleges and universities, which include improving study structure of the teams, continuous study and strengthening continuous innovating capacity of the teams. Countermeasures of creating innovative teaching teams also include various operation guaranteeing system, excellent leading system, multiplex stimulating system and culture construction.

Key words: Innovative Teaching Teams in Universities Establish, Countermeasures

1 Introduction

Owning to historical reasons, China’s higher education develops quickly in recent years, which leads to unreasonable development of professional teaching teams of departments in colleges and universities. Professional teaching teams present a trend of juvenescence. Young teachers are vigorous, but they lack teaching experience and professional researching ability. Most teachers are “one-legged”, e.g. some of them are good at teaching theory, but they aren’t familiar with practical teaching activities; others have abundant operational experience, but they don’t know how to manage students in classroom. In addition, young teachers usually depend on multimedia articles excessively, and many newly-graduated doctors can’t efficiently pass on knowledge to their students because they don’t have enough teaching experience. There is a shortage of “famous and prominent” teachers. Some teachers excessively adhere to traditional teaching mode and can’t make meet the students and demands of the society. Teachers only pay attention to their own teaching work, neglecting the communication with other teachers in the same team, which often leads to repetition, disjunction or contradiction of the whole teaching activity. During teaching process, teachers don’t have teamwork spirit, and regard teaching as just a personal job; thus an efficient teaching system can’t be established. In order to make their job easy, teachers cling to old idea and are reluctant to explore, research and innovate teaching methods, thus the teaching team can form a kind of cohesive force. Moreover, not paying enough attention to training, teachers can’t update their knowledge structure in time. Aforesaid problems directly affect efficiency of the whole teaching team, and lead to enormous decrease of competitiveness.

2 Characteristics of a Successful Innovative Teaching Team

Reasonable structure is the fundamental condition for establishing innovative teaching teams. A successful innovative teaching team should mainly comprise of young and middle-aged backbone teachers, and include professors, associate professors, instructors and teaching assistants in reasonable proportion. Guided by advanced teaching concept, with developing national economy as its responsibility, an innovative teaching team should set its target in aspects such as subject construction, specialty construction, courses construction and training basis construction with a worldwide viewpoint. Undoubtedly, teamwork spirit has become an absolute must for innovative teaching teams, so the cultivating of strong teamwork spirit is of vital importance. Through unswerving training and construction, an innovative teaching team should achieve national, provincial or university-level accomplishment during the process of establishing teaching projects, so as to improve teaching quality and accelerate development of local economy. All members in an innovative teaching team should take
part in actual teaching work, pay attention to demands of the society on students, spare no effort in improving teaching content and methods, actively explore new teaching modes, and ceaselessly enhance teaching quality.

3 Countermeasures of Establishing Innovative Teaching Teams in Colleges and Universities

3.1 Improve research structure of the teams and study continuously and enhance the innovating ability
China’s colleges and universities should fetch in prominent teachers from domestic and overseas universities and attach great importance on improving research structure of teachers as soon as possible, so as to take the lead in breaking “close breeding” phenomenon that has been passed down for many years, and create elementary preconditions for personnel intersection and subject intersection. Meanwhile, after founding excellence research structure, innovative teaching teams should never cease their study. In fact, an innovative teaching team is like a cask: each member of an innovative teaching team is an indispensable piece of wood board of the cask, and the leader of the team is the longest wood board of the cask. However, maximum competitiveness of team is decided by total condition of a team rather than its most prominent member. Organizing study can lengthen both long and short wood boards of the cask of an innovative teaching team and strengthen its bottom, thus horizon of the team will be broadened and its core competitiveness will be enhanced.

3.2 Reinforce betterment of leading system to bring along general movement of a team
Leaders of an innovative teaching team are core characters of the team. As an old Chinese saying goes “It’s more difficult to get one general than one thousand of soldiers”, whether a teaching team can cultivate outstanding students is decided, to a considerable degree, by leaders’ organizing capability of the team. After years of research, British Insights Consultation Corporation pointed out that a successful team leader should possess five kinds of inner qualities (integrity, confidence, courage, foresight and promise-keeping) and five kinds of exterior qualities (broad horizon, great communicating skills, imagination, concentration and teamwork spirit). Thus, a leading system should be reestablished at the very beginning. Leaders of innovative teaching teams in colleges and universities should pay attention to interior construction of the teams, keep an eye on establishing effective teams with continuous innovating capability, and develop towards cross-subject teams. Second, leaders of a team should set a common target together with team members, be good at transferring team target into personal requirement, cultivate and complement young pioneer and backbone, accelerate development of young new force, and boost sustainable development of the team. Third, team leaders should strengthen their own study, and persuade others with “morality, capability, diligence and achievement”, which is the key to improving studying efficiency of the team. Fourth, team leaders should assign some tasks evenly to their team members rather than managing all matters of the team personally, thus each member gets the opportunity to exercise themselves so as to improve their individual capability.

3.3 Establish and consummate all kinds of operation guaranteeing system of innovative teaching teams
Wholesome operation guaranteeing system is the warranty for healthy development of innovative teaching teams. Operation guaranteeing system of an innovative teaching team mainly includes support guaranteeing system, cohesion guaranteeing system, innovation-achievement transformation guaranteeing system, growth guaranteeing system and assessment system etc. In order to establish a support guaranteeing system, governments at all levels and various colleges and universities should strengthen their support toward innovative teams of philosophy and social science, and all kinds of relevant departments should care for them by any possibility. Cohesion guaranteeing system means creating a system that can effectively solve conflicts in a team and enhance cohesion of a team. Innovation-achievement transformation guaranteeing system is meant to create regulations and an
environment that encourage innovation and can accelerate achievement transformation. Growth guaranteeing system should include not only an administrative system that can develop a low-level innovative team into a high-level one, but also a policy system that can promote team members in and out of the team. Assessment system means establishing a perfect auditing system for an innovative team and its members, so as to guarantee the innovative team and its members can be promoted and demoted, leave and enter the team, finally the fittest can survive.

3.4 Establish a multiplex stimulating system so as to maintain vigor of a team
In order to maintain strong attraction and flourishing vitality of an innovative teaching team, an effective stimulating system must be founded. First of all, stimulating function of work itself must be strengthened, so as to encourage team members take on tasks that are not only attractive to them, bring their specialty into full play, but also can realize their individual value and make them satisfied. In addition, spiritual stimulation should be reinforced, because “effect of financial reward is temporary, while the sense of satisfaction generated by achievement will last for a long period of time”. Second, material stimulation should be measurable and feasible, and privilege policy should be issued to innovative teaching teams in aspects such as workload assessment and work allowance according to characteristics of colleges and universities. Moreover, salary stimulating plan of a team should be set down at suitable time and embody reasonable assignment of twice material stimulation on the team and individuals.

3.5 Consummate performance evaluating system for innovative teaching teams, and accelerates healthy & orderly development of the teams
The tenet of establishing performance evaluating system for innovative teaching teams is to assist the healthy & orderly development of the teams. With continuous development of the teams, evaluating system itself needs to be consummated ceaselessly. Colleges and universities should establish performance evaluating systems adapting to characteristics of their individual innovative teaching teams; various evaluating systems should be established for innovative teaching systems of research type universities, research teaching type universities, teaching research type universities and teaching type universities. During the process of designing evaluating system, it is required to adhere to the principle of attendance of many sides and give full consideration to advice of members of innovative teaching teams. Meanwhile, we should insist on the identical-profession evaluating system, because “appraise of the third party” from people of the same profession can make relatively objective and impartial appraise from viewpoints such as academic level and teaching quality etc. Moreover, at the time of measuring the effect and benefit of performance-evaluating guidelines, we have to consider the potential of sustainable development and talent-cultivating quality of the teams. In addition, the evaluating system of innovative teaching teams should be guaranteed by relevant systems. Members of the teams, constitutors of team-evaluating system and experts of the same profession with evaluating rights should scrupulously abide by moral principles of teachers, adhere to academic thought, vindicate respective profit of teachers & students, and reduce inequitable factors during appraising process, so as to make the impartiality and rationality of the evaluating system itself are accepted by the universities, most teachers and students.

3.6 Pay attention to the construction of team culture, and set up people-oriented harmony
Spiritual culture of innovative teaching teams in colleges and universities is an important part of teaching culture and campus culture, so profound harmony concept should be strengthened. The essence of harmony of innovative teaching teams in colleges and universities lies in mutual trust between team members, because trust often make people generate enormous lasting power. In addition, the feeling of “trust” can be transmitted and “copied” between team members, because trust between them can produce greater trust, increase cohesion of a team, construct the sense of belonging, honor and responsibility of team members, respect and attach importance to talents, and eliminate all kinds of obstacles affecting harmonious environment in a team. Moreover, trust environment in a team can boost
understanding, communication and support between team members, establish friendship, eliminate dissatisfaction and create a desirable atmosphere for team work.

4 Conclusion

Countermeasures of development creating innovative teaching teams should include well operation guaranteeing system, excellent leading system, multiplex stimulating system and culture construction.

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References