Abstract—Laboratory is an important base for teaching and research in higher education institutes. As a core task of laboratory construction, to build up a well-qualified team of technicians has become an urgent task for higher education institutes. The paper described that horticulture experimental teaching demonstration center would select carefully a capable laboratory director and establish a well-qualified experiment teaching team, which helps improve teaching research level and strengthen the garden students' practical ability and creative ability.

Keywords- experimental teaching demonstration center; construction; management

I. Introduction

Higher school experimental teaching demonstration center construction will help further strengthen experiment teaching resources construction, deepen the experimental teaching system reform, improve the experiment teaching quality[1,2]. Horticulture professional training to research, innovative, train multiplex talents for goal, and horticulture experimental teaching demonstration center (hereinafter referred to as the center) construction and operation, causing the efficiency increasement, the laboratory teaching and research level promotion, strengthening the horticulture professional students' practical ability and creative ability, Which is radiation and demonstrative. it will be an important support for the development of the college and serving society. To build a high level laboratory, the first to build a reasonable structure and strong experiment skill experimental teaching team, this is the centre work basic, improving teaching quality[3,4].

II. Construction and Management

As a public experimental teaching platform of the horticultural experimental teaching, the center integrate the experimental teaching resources, and restructuring, make a comprehensive programme for experimental teaching for the coming years. The centre experimental teaching team staff consist of highly educated, highly qualified, experienced, and senior professional title teachers, including professor, associate professor, doctor, master and laboratory assistant. The team would be responsible for experimental teaching, consist of curriculum experiment, professional practice, skill training and technology innovation. Formulated “the experimental teaching demonstration center personnel division rules”, unified management and resources sharing, which provide a powerful guarantee for student experiment and practice skills training[5,6].

A Good Leader Organization, Working Team and Perfect Mechanism[7]

Leading to the establishment of an effective protection mechanism. A professor with full site management, strong scientific research ability and construction experiences must be accredited as the centre manager. Mainly responsible for the centre development planning, leading and organizing centre construction and management, the experiment teaching reform, the development of experimental teaching. There are two vice directors in the centre, specifically in charge of experiment teaching work management, each experimental teaching outline, projects and content, responsible for equipment purchase plan, experiment instrument operation and the center in normal operation. The center secretary is responsible for daily work, teaching arrangement, and communication.

A Stable High Level Laboratory Technical Personnel Team Now

A full-time, part-time and high-quality experimental teaching team has existing in the centre. Their age, educational background and subject structure are all reasonable. personnel have strong technical force. 45.7% teachers are doctors, 57.1% s are with senior titles[8,9].
In the work, post setting in the centre is different, the organization is more compact and focus on the distribution of functions, responsibilities clear. Team personnel mainly includes: centre managers (his duty has already been described above), experimental teachers, laboratory technicians and experimental workers: (1) experimental teachers: with strong ability in experimental work and guidance, experimental instruction, experimental research, experiment instrument operation, and experiment technology. The important work is the experiment contents reform and the experiment method improvement. They should write high level experimental teaching papers, which help the centre academic exchanges. They could solve various problems in the experiment process, etc. (2) laboratory technicians: routine management of lab (asset management, drug safekeeping and use, equipment operation and maintenance), the preparation of experiment, communication and cooperation with the other labs. And as possible as to participate in teacher research work, who are playing an essential role. To meet the need of training qualified personnel for market economy, laboratory technician must enhance their qualities of loving occupation, basic theory and practice. (3) experimental workers must keep lab cleaning and safety, responsible for hazardous waste gas and waste water treatment. They must take charge of instrument installation and guarantee experimental teaching in good operating environment. Only enhancing experimental team construction, strengthening team cooperation and establishing scientific cooperation mechanism, which could ensure teaching quality and complete the talents cultivation task [10, 11].

The Basic Guarantee with Capital Input
The basic guarantee of experimental teaching staff construction is to increase investment. Firstly, college and centre pay high attention to the experimental teaching staff construction and constantly increase construction and maintenance budget. On the other hand, the centre staffs can apply all kinds of scientific research and teaching subjects with the help of the platform. Then subject funds could be used the researches, which would cultivate students and provide social services. The running center with funds safeguard could attract more college students, masters, doctors and other teachers, which could provide talents and labor for centre. These ensure the center researches development. The center will be in a good operation condition[12,13].

**Training Improvement Mechanism for Team Staffs**

To build a high research level, strong ability, strong practical and pragmatic spirit and good cooperation spirit team. Besides a good manning we must establish a training system.

Firstly, the improvement of team quality is the ideological and ethical standards, professional ethics and legal consciousness improvement. The staff must on time learn the political theory of every week. Attention to improve ideological cultivation, as a leader and guide, they must play exemplary roles, which helps cultivate students' respect knowledge, respect science, strong sense of responsibility, high team work spirit and innovation. Secondly they must possess a wider range of knowledge, more professional knowledge and strong practical ability. So professional skills enhancement is more important. It is necessary to participate in experimental skills training at home and abroad, and then organize the training and communications with teams. Training is an important way of promoting all teachers to the specialized profession. The other way is investigation and analysis. Each person takes part in investigating the other university and college laboratory management and construction, then learn the more excellent management experience so as to further the development potential of mining oneself, moreover, the centre actively adhere to create condition to encourage young teachers to study, development to improve. Young teachers must continue to improve their education for doctorate in domestic and foreign universities and research institute, through them, young teachers will easily grow up and become mature, finally all the teachers would have doctor degree. All these will help centre design even more pragmatic policies to ensure sustained economic growth[14].

**Assessment System**

On the basis of the principle of equality, justice and openness, set up team performance appraisal rules and standards and establish performance appraisal files, do staff appraisal in regular intervals. This performance appraisal system for employee incentives, promotions provide objective and reliable basis, in the centre, they were measured by three criteria: personal performance, department lab performance and overall centre performance. Everyone should complete all of the other tasks assigned by the supervisor and the centre job objective. Everyone was measured by four criteria: morality, ability, work and achievement, and quantified. “Assessment”, clearly, the annual assessment for the first, according to objective management assessment score standards score to percentile scoring system[15].

In conclusion, the team is the backbone of laboratory construction and management. Only a full noble ethics, business well, the strict style, love and respect their jobs and innovative team could improve the laboratory effective scientific management and experimental teaching quality, so that would nurture excellent graduates with high comprehensive quality. It will be centre safeguard, teachers are central to the experimental teaching demonstration center.

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