The Research on the Promotion Value of Educational Management Efficiency of Part-time Teachers in Colleges and Universities

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**Abstract:** With the increasing number of part-time teachers in colleges and universities in our country, part-time teachers have become part of the core competitiveness of colleges and universities and play an important role in the development of education and teaching in colleges and universities. This paper starts with the analysis of the problems existing in the education management of part-time teachers in colleges and universities, and focuses on the research on the promotion value of educational management efficiency of part-time teachers in colleges and universities, hoping to further improve the overall efficiency of educational management of part-time teachers in colleges and universities to promote the healthy development of colleges and universities in the new era.

**Keywords:** Colleges and universities; Part-time teachers; Educational management; Efficiency improvement

In the development process of colleges and universities, part-time teachers play an important role in education and teaching. But in reality, many colleges and universities neglect the team building of part-time teachers, and do not pay attention to the role and advantages of part-time teachers. In order to better improve the overall efficiency of educational management of part-time teachers in our country's colleges and universities, it is necessary to first objectively analyze the existing problems in the current educational management of part-time teachers, and then make targeted improvements.

1. Problems in the educational management of part-time teachers in colleges and universities

1.1 The appointment system of part-time teachers is not perfect

Regarding the appointment of part-time teachers in colleges and universities, some colleges and universities have not paid enough attention to it and lack a complete appointment system. On the one hand, some universities do not have a complete appointment system. For the selection and employment of part-time teachers, some colleges and universities lack standardized procedures and unified standards, resulting in the weakness of the overall ability of part-time teachers and insufficient sense of work responsibility; On the other hand, the appointment system of part-time teachers established by some colleges and universities is not reasonable. Regarding the selection and employment of part-time teachers, although some colleges and universities have established an appointment system, they have not implemented it accordingly. Moreover, some colleges and universities recruit part-time teachers mainly to cope with...
temporary teaching pressure, lacking long-term planning for part-time teachers, and failing to give full play to the role and advantages of part-time teachers. In this situation, the mobility of part-time teachers in colleges and universities will be relatively large.

1.2 The teaching management mechanism of part-time teachers is unreasonable

Some colleges and universities do not fully consider the characteristics of part-time teachers, and there are many unreasonable arrangements for the teaching management of part-time teachers: Firstly, in the education and teaching process of part-time teachers, some colleges and universities have not set up a teaching management mechanism specifically for part-time teachers. Under such circumstances, colleges and universities cannot objectively evaluate the teaching quality of part-time teachers and cannot mobilize the teaching enthusiasm of part-time teachers. If things go on like this, it is hard to guarantee the teaching quality of part-time teachers; Secondly, in the education and teaching process of part-time teachers, the management mechanisms of part-time teachers set up by some colleges and universities are out of reality. The teaching management mechanism of part-time teachers cannot be completely equivalent to the teaching management mechanism of full-time teachers. Part-time teachers have limited class hours, teaching directions are not limited to textbooks, and teaching goals are not limited to fixed subjects, which makes the teaching management mechanism of part-time teachers have a certain particularity. However, some colleges and universities do not pay attention to this point. The teaching management mechanism of part-time teachers formulated by them is out of reality and does not conform to the actual teaching situation of part-time teachers, which is difficult to stimulate part-time teachers.

1.3 The training system of part-time teachers is missing

Some part-time teachers are very active at the beginning of their work, but after working for a period of time, their enthusiasm for education is getting less and less, which is related to the training system of part-time teachers in colleges and universities. On the one hand, some colleges and universities hire part-time teachers mainly to solve the teaching pressure in a short time. Based on this demand, some colleges and universities do not provide systematic training for part-time teachers, so that part-time teachers cannot feel personal value and lack professional identity; On the other hand, some colleges and universities hire part-time teachers, although they will regularly organize some training and learning, the purpose of training and learning is not clear, and there is no corresponding "part-time teacher promotion mechanism", which causes part-time teachers to lack the enthusiasm for re-learning and further study.

2. The Research on the promotion value of educational management efficiency of part-time teachers in colleges and universities

2.1 Strictly control the comprehensive quality of part-time teachers and improve the appointment system of part-time teachers

In view of the problems in the current appointment system of part-time teachers, colleges and universities can improve from these aspects: On the one hand, colleges and universities must formulate a complete appointment system. For the selection and employment of part-time teachers, colleges and universities must have standardized processes and unified standards, and strictly control the comprehensive quality of part-time teachers, not only focusing on the personal ability of part-time teachers, but also the professional ethics of part-time teachers; On the other hand, the appointment system of part-time teachers established by colleges and universities should be rationalized. Once there is a clear system for the selection and employment of part-time teachers, it must be strictly implemented to prevent "specialization". Moreover, when recruiting part-time teachers, colleges and universities should formulate short-term and long-term plans to give full play to the role and advantages of part-time teachers, which enables part-time teachers to clarify their career development direction and firm their career choices. In this way, the part-time faculty of colleges and universities will be more stable.

2.2 Based on the characteristics of the education and teaching of part-time teachers, rationally set up the teaching management mechanism of part-time teachers

When setting up the teaching management mechanism of part-time teachers, it is necessary to pay attention to
these contents: Firstly, in the education and teaching process of part-time teachers, colleges and universities should set up a teaching management mechanism specifically for part-time teachers. In this way, colleges and universities can objectively evaluate the teaching quality of part-time teachers, mobilize the teaching enthusiasm of part-time teachers, and gradually improve the teaching quality of part-time teachers; Secondly, in the education and teaching process of part-time teachers, colleges and universities should reasonably set up the teaching management mechanism of part-time teachers. As part-time teachers have limited class hours, their teaching directions are not limited to textbooks, and their teaching goals are not limited to fixed subjects, colleges and universities should highlight the innovation, cutting-edge, and efficiency of teaching in the process of evaluating the teaching quality of part-time teachers, and encourage part-time teachers to break through the teaching limitations of full-time teachers and make bold innovations. In order to stimulate the enthusiasm of part-time teachers, colleges and universities can also set up an "incentive mechanism", focusing on rewarding part-time teachers for their innovative teaching achievements.

2.3 Strengthen the training and learning of part-time teachers, and actively build a training system of part-time teachers

In order to practically stabilize the part-time teachers in colleges and universities, it is necessary to actively construct a training system of part-time teachers. On the one hand, colleges and universities recruit part-time teachers not only based on immediate teaching needs, but also based on the long-term development of colleges and universities. Colleges and universities should attach importance to the systematic training of part-time teachers, respect the personal value of part-time teachers, and strengthen the professional identity of part-time teachers; On the other hand, after colleges and universities hire part-time teachers, they must not only hold regular training and learning, but also set up a clear "part-time teacher promotion mechanism" to guide the work direction of part-time teachers and stimulate their enthusiasm for further study and further education. In general, actively constructing a training system of part-time teachers is not only conducive to the stability of the part-time teacher team, but also conducive to maximizing the role and advantages of part-time teachers.

3. Conclusion

With the continuous expansion of colleges and universities in our country, the number of college students is increasing, and the demand for part-time teachers is becoming more and more urgent. In this context, colleges and universities in our country strengthen the construction of part-time teachers and improve the efficiency of educational management of part-time teachers, which can better create a "mutual benefit" pattern: On the one hand, improving the educational management efficiency of part-time teachers can strengthen the education and teaching competitiveness of colleges and universities, which will benefit the development of colleges and universities; On the other hand, improving the efficiency of educational management of part-time teachers can improve the quality of education and teaching in colleges and universities, which will benefit the study of students.

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