



The Research on the Independent College Teachers Configuration Model

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Abstract

All along, the Ministry of Education in China requires colleges and universities allocating teachers and lecturers according to the number of students in the campus, and gives the unified standard, which is delivered after considering teaching and research universities-double functions and assumption of teachers have teaching and scientific research works. Independent Institute appears in the last few years, which is a brand new organization. Although it is an integral part of China's higher education, it is a single function of teaching and training with characters of training the students to the Multi-skill talents, and this character determine its teachers should be configured to meet the requirements of the principle of teaching. It is different from original features of Universities in China. This paper contents truths analysis of Universities in Hubei Province and gives new ideas on teacher allocation.

Keywords: Independent colleges, Teachers, Configuration model

China's independent Institute is a new type of institutions of higher learning founded by public institutions of higher learning and non-governmental organizations or individuals cooperation. It is unlike the State of direct investment in the construction and management of public institutions of higher learning (short as "Public Universities" as follow). According to the Ministry of Education announced early in April 2007 of the National Independent Colleges latest statistics, as of the date of publication, number of Independent National Institutes is 318 within 543,000 new students in 2006. Totally, this number in independent colleges in China at present has reached 1.467 million people. In a short period of years, the development of independent college extraordinary speeds.

Almost all the independent colleges at the beginning rely on original university- Independent College and the organizer of the public institutions of higher learning around the human resources to solve its staffing problems, as the independent Institute of Teaching in the short term security operation played a key role. Along with the popularization of China's higher education forward, the initial use of the original University human resources has become increasingly unable to meet the needs of the development. To consider the future development of independent colleges must create their own workforce particularly teachers. It has become increasingly important and urgent independent colleges' work.

Author leadership of the "Hubei Independent Colleges allocation of human resources" has been on the preliminary results. Accordingly, I would like to share and participate to explore China's independent college teachers configuration related issues after recent two years research.

1. INDEPENDENT COLLEGE STUDENT STATUS AND TRAINING OBJECTIVES

Independent College' student resource is from the third batch of entrance examination for admission. Through investigation, the independent student enrolment in China results in a lowest level. Interest in study of theory is low, lacking of learning dynamic phenomenon. Survey selected in a study in the Independent Institute found that 82.86% students are in good health condition. It formed a striking contrast to widespread psychological problems, and by a factor of eight on the psychological state of the research project, all factors considered under absolutely no question of the total number of students the highest proportion of only 76.45 percent, the lowest for 37.04 percent. The above data indicate that an independent college student's physical condition is not bad, and ability to adapt to new learning environment, but the psychological situation is worrying.

In order to adapt to the characteristics of independent college students, almost without exception, established by the independent Institute of Applied talent is to nurture the direction of the school, students tried to strengthen the operational capacity of the training, to enhance the interest of students in learning at the same time avoiding the basic knowledge of which is not firm, and the lack of dynamic learning deficiencies, so as to achieve training to meet the needs of the community of the purpose of cultivating talents.

Application training personnel need to be clear three issues: first, what kind of application-type personnel the community needs; second, whether students have applied to become professionals; third, what kind of teachers. This paper is concerned

about how effective allocation of teachers to meet the training of qualified personnel on the application of the requirements of teachers.

2. INDEPENDENT COLLEGES AND THE STATE OF THE EXISTING CHARACTERISTICS OF A TEACHER

Through the Group of Hubei Province (mainly in Wuhan City) for twelve representative surveys that independent colleges: Those surveyed were independent colleges have their own full-time teachers, full-time teachers are very similar age structure, following the 30-year-old young teachers of the total number of teachers in more than half of nearly 60-year-old and 60-year-old teacher about the above accounted for more than 20 per cent, independent colleges more than 30 percent, while 35 to 55-year-old teacher less than 5%. Teachers' imbalance in the ratio of men to women is also very prominent, especially in the youth under 30 years of female teachers in more than 60%. Independent College teachers' age, sex structure of the apparent defects can't be ignored.

In the Group of Independent Colleges survey, young people under the age of 35 teachers in the master's degree in the proportion of over 50 per cent. In-depth analysis of the past few years graduation in the knowledge structure of postgraduate found that due to the guidance of graduate entrance exam subjects, almost all graduate students would like to read to enter college in the beginning stages of establishing a postgraduate examination subjects as the main objectives of the study and study direction Other courses of study merely to "just pass" to the level of professional knowledge structure in the "shortcomings" in the phenomenon are more popular among graduate students. Especially that graduation is just as professional teaching young teachers, more deadly practice is the lack of professional experience and ability, professional ability structure there are obvious flaws.

In order to achieve the independent Institute of the sponsoring the request of Chinese Ministry of Education assessment indicators a group of independent colleges to introduce more than 60-year-old retired public college professors, associate professors. Although teaching in independent colleges, many teachers still use in the past in public colleges and universities teaching ideas and methods. Then independent college students and teachers in the teaching process are feeling not comfortable. Although teachers in the independent colleges in the percentage of teachers in the 20% to 30%, they bear a considerable number of tasks in particular professional teaching core curriculum teachings, the impact on student learning and teaching youth to the exemplary role of can not be ignored. There is a concept of education, teaching methods and expertise adjustment.

3. INDEPENDENT COLLEGE TEACHER CONFIGURATION MODEL

Independent College configuration teachers must consider two questions: where are those teachers? How to hire right teachers? The former is the direction of the allocation issue, while the latter is the level of configuration issues. Through research team found that, since the Independent College tuition is the only source of funds for schools, coupled with an independent institutes for training personnel of the direction of the school, the teachers of Independent Colleges with market direction and the allocation of costs at the two characteristics. Those refer to both market and expense aspects. The direction of cost has principles based on cost saving for teacher allocation. In fact, independent college's human resource allocation was concerned by two aspects: one is market aspects and another is cost saving. And the result is here as follow:

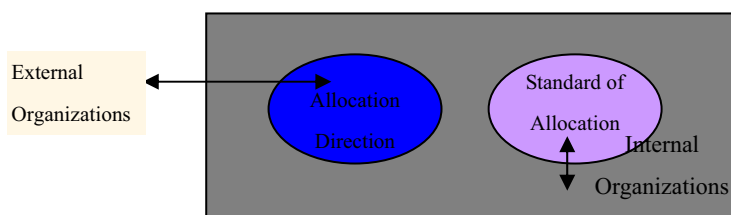


Figure 1. The Model of teacher allocation

4. DIRECTION OF INDEPENDENT COLLEGE TEACHERS CONFIGURATION

The direction of human resource market has the power that put someone has majored related experience and academic ability knowing "market" in the consideration range. And that will be the most important human resource for allocation further. Since independent college is established by both public university and social funds, some of the principles and behavior has similarity with public university ineluctably.

At the moment the "matrix" university does not put much attention on practice and high technology applications while independent colleges have the same situation. And there are several differences between independent colleges and public university on student resource, academic objective and methods. The public university do not have main human resource from companies and related organizations is because of the educational principles and objectives meanwhile independent colleges put much attentions on market needs is base on the same principles too. So it is the appropriate way to consider the development for independent colleges itself instead of simply copy the public university's allocation principles.

The professional capacity of teachers and experience to a large extent determines the status of the professional capability of students, the two highly correlating. Teachers at the configuration of the market is rich practical experience and professional know that the market "prices" that the allocation of teachers as resources in the community to learn from the experience and practice of professional human resource capacity in the teacher-configuration, and are not confined to in the retired teachers in public colleges and universities and graduate students. Previous analysis, the independent existence of the College of professional practice the ability of teachers, teaching methods, such as shortage of ideas deficiencies in the further allocation in particular need to be filled.

5. THE STANDARD OF TEACHERS ALLOCATION

Survey shows that independent colleges in the human resources costs of the 40 per cent to 50 per cent, which was the number of teachers of the total number of (2) 60% to 70%, the average income of teachers and the general level higher than that of other officers Therefore, teachers of the total cost of human resources more than 70 percent of the cost, about 30 per cent of the total cost. In addition, the independent colleges need to organize (the mother college) Payment of the total fee income by 20%~25% of the management fees. While the independent Institute of higher public college tuition income doubled, but the actual operating fund is not well-off, thus, the allocation of Independent College teachers must consider cost.

While the cost of the major concerns teacher-configuration standards and the total teacher-amount. And the Ministry of Education called for Independent Colleges and Universities in the school by the number of the total allocation of teachers, the ratio of teachers and students for 1:18. This configuration has not considered professional nature and quantity, the number of teaching classes, the number of hours of teaching programmer, and the organization of various kinds of teaching and so forth, so it is quite rough. And the allocation criteria in the light of the teaching and research universities have a double function, teachers need to shoulder the double task of teaching and scientific research on the premise of the. The Independent Institute is only a single application of the teaching function and nurture talent; obviously this configuration will directly increase their costs.

Through research, it shows that the total allocation decisions for teachers is a key element of the teaching workload of teachers rated the workload at the same time, professional nature, the number of classroom teaching classes, ratio of comparing teaching the theory to experimental teaching class is an important factor. The research team obtained the allocation formula is that as follow.

$$S_k = (T / t) \cdot i \cdot j \tag{1}$$

$$S = \sum S_k \tag{2}$$

Table 1. Elements of allocation formula

Parameters	Contents	Reference Values
S_k	Teachers from each unit	Integer number
S	Total teachers	Integer number
T	Teaching hours per year of unit	Base on duties of major & non-professional
t	Regular teaching hours	400~500 hours/year semester
i	Teaching coefficient	1.1~1.5
j	Teaching categories factor	1.0~2.0
k	Ordinal number	—

i is used for amendment caused by variety of class hours. Such as combine classes i recommendation value is low, if a single-instruction classes i need to take the high value. Major factor for i is for changing according to difference between theory

teaching and practice. In the absence of practical teaching, the j limits near bottom level. If the theory teaching comparing to practice of is more than one, it is recommended that j values high. (Even above the peak value).

Formula (1) (2) shows that faculties from teaching units (program, ministry, teaching and research section), the coefficient of i and j are readily accessible, thus teachers can be configured more accurately calculated. School faculties' configuration can be obtained by adding all teachers from each academic unit.

According to Formula (1) (2) compare teachers: students are approximately 1:28~30, obviously this configuration can meet the teaching needs, and save money.

6. INDEPENDENT COLLEGE TEACHER-ALLOCATION NEEDS TO BE CONSIDERED THE DYNAMIC REQUIREMENTS.

Independent College is a fast-growing organization. In the rapidly growing number of teachers, it is mainly meet the requirements of quantity of teachers. However, after entering the stable development period, the allocation of teachers turns to base on teaching quality and the timing for decreasing competition among colleges in future.

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