

Analysis On The Current Situation, Problems And Countermeasures Of The Flow Of University Teachers Under The Background Of The Construction Of "Double First-Class" Universities

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Abstract: With the continuous deepening of the construction of "Double First-Class" universities, the flow of teachers in colleges and universities is more frequent, and colleges and universities gradually to realize the importance of talents. And against this context, the competition among all the colleges and universities is severe, and the campaign initiated for talents is intensifying, which brought good effect for the development and growth of talents and enhanced the competitiveness of the talents, on the other hand, some negative effects were generated, such as some universities tried to introduce talents in a predatory manner and part of the talents received the considerable benefits by job-hopping severely affecting the sustainable development of higher education industry. In order to reduce the disorder phenomenon of talent flow and alleviate the negative impact, colleges and universities should make scientific plans for talent introduction, and do a good job in talent assessment and management, so as to provide a good competitive environment for talents and bring them to colleges and universities for good development.

The construction of "Double First Class" universities is closely connected with be the teaching staff. Good teaching staffs are the foundation and premise for the universities to move towards "Double First Class" universities. The State Council of PRC issued "Overall Plan for Promoting World-class Universities and First-class Disciplines", which means that our country has officially initiated of the implementation of the construction of "double first class" universities. Besides, the construction is an important development strategy in our country in education, which is closely connected to the future healthy development of China and the sustainable development of education industry. Under the background of the project construction, high quality teachers naturally become the objects of universities, the vitality of the academic market is correspondingly activated. In the process of scrambling teachers, the flow of teachers in colleges and universities also is presented with a variety of forms, and there was a time that the situation is out of control, analysis on the current situation of the flow of teachers in colleges and universities in China under this background is conducted in this paper to find out the problems in the flow of teachers and put forward relevant solutions according to the specific situation.

一、The Current Situation And Problems Of The Flow Of University Teachers Under The Background Of Construction Of "Double First-Class" Universities

"Double First-Class" refers to first-class universities and first-class disciplines. In order to enhance the development strength of universities, it is imperative to develop the construction of teams of teachers to develop first-class universities and first-class disciplines as teachers are the key to promote the "first-class" based development of universities and colleges. Under the background of construction of "Double First-class" universities, the state advocates the refined development and differentiated and characteristic development should be achieved in disciplines in universities rather than the large and all-inclusive development mode. The refined development in a small era should be pursued; as a result, the demand for teachers in colleges and universities will be higher with the hope that the high quality development will be achieved for universities by high quality teachers.

Some colleges and universities start to make various plans to attract high quality teachers, which has a promoting role in talent flow. The proper flow of teachers can promote the stable development of colleges and universities, enhance the competitiveness in the education industry, and at the same time, drive the transformation and development of a school, a discipline and a major, enhance the new ideas for development, and define the development direction, and finally form the resultant force of first-class universities and disciplines. However, the current management and control of the flow of teachers in many colleges and universities in China is not very scientific. The flow of teachers shows certain chaos, and the unreasonable flow of talents is prominent, which leads to the adverse impact on the sustainable development of colleges and universities. Therefore, it is urgent to control this situation. To be specific, there are several problems in the flow of university teachers under the background of construction "Double First-Class" universities: firstly, Predatory like competition. Many colleges and universities take the predatory like strategy with quick effect to introduce talents in order to enrich their team for scientific research, enhance strength, and meet the relevant evaluation index. While other colleges and universities gradually start to imitate the behavior of these colleges and universities due to the pressure in discipline development, leading to a even more fierce competition for talents among universities. Secondly, the utilitarian nature of teachers is more prominent. Under the background of predatory like strategy to attract talents, frequent job-hopping was presented among many teachers and scholars with the purpose to obtain a lot of economic benefits, such as to public papers in famous journals and take projects etc. They will require more remuneration after the expiry of the contract and if the companies fail to meet their requirements, they will choose to leave for another company, which leads to more frequent flow of talents.

二、Reasons Affecting The Flow Of Teachers Under The Background Of Construction Of "Double First-Class" Universities

1. Personal Reasons

People are all perceptual and the behavior conducted by people was characterized with dual nature, on the one hand for the pursuit of materials, on the other hand for pursuit of non-materials. It is possibly the reason why many college teachers choose to have a job in another company, which can bring greater benefits to themselves, while the job-hopping can be caused by some college teachers for factors in environment or other related factors. Maslow's hierarchy of needs can be applied to problems of flow of college teachers, needs at low level are satisfied for teachers, and most of the teachers' pay more attention on their own academic goals, and the flow will be preferred by teachers if it can bring better effect for the completion of academic goals. Under the background of construction of "Double First-Class" universities, teachers prefer to integrate themselves into the ideological trend of discipline innovation to improve academic research results. Therefore, from this perspective, more teachers choose to flow for their own reasons.

2. Environmental Causes

Environmental factors are also important factors affecting teachers. Most teachers hope to work in colleges or universities with a harmonious academic atmosphere and a good environment, so that teachers can be better protected and their work enthusiasm can be better improved. Therefore, under the background of construction of "Double First-Class" universities, many teachers from universities in western part of China are more willing to develop in universities in eastern part of China, so they can be provided with more advanced equipment and more sufficient funds for development. Some teachers also pay more attention to environmental comparison between universities even in the same region and choose to work in the university or college with better environmental conditions, so the environmental factors are also the important ones that affect the flow of teachers. Environment should be improved by colleges and universities to attract talents.

3. Organizational Reasons

The scientific organization and management of colleges and universities will also affect the flow of teachers. If teachers choose a university or college, they may have to work there for a long time. Therefore, they hope that the management and system of colleges and universities will be more scientific, reasonable and humanized. Under the background of construction of "Double First-Class" universities, in order to attract high-quality teachers, some universities will improve their own systems, improve the scientific management for teachers, and enhance the humanization of various systems, and based on these, more teachers will be attracted.

三、Solutions To The Problems Of Teacher Mobility In Universities Under The Background Of Construction Of "Double First-Class" Universities

In order to promote the better development of China's higher education and facilitate the construction of "Double First-Class" universities, it is necessary to solve the problems of the flow of teachers in colleges and universities, so that teachers can move to another college or university for better development. To be specific, the problems of flow of teachers in universities under the background of construction "Double First-Class" universities can be solved from the following aspects:

1. Enhanced Cooperation between "Double First -Class" Universities and Non-" Double First- Class "Universities

Generally speaking, the "Double First-Class" universities have stronger strength in teacher resources and better teaching capability for disciplines. In order to one of the "Double First-Class" universities, many colleges and universities will spend more energy on the introduction of talents. However, in a certain period of time, high-quality talents are limited in numbers and it is impossible to meet the needs of all colleges and universities. Because the "Double First-Class" universities have better treatment and better environment, such universities have a stronger advantage in attracting teachers, while the "Non-double first-class" universities are only second to them in this regard. Therefore, the phenomenon that the stronger universities will be stronger and the weaker universities will be weaker, which is not conducive to the development of higher education. In order to realize the balance in flow of teachers, and strike a balance for development of colleges and universities, it is feasible to build scientific "introduction mechanism for talents". Assuming that "Double First-Class" universities want to introduce teachers from the " Non-double first-class" universities or colleges, the universities or colleges should be granted with certain rights, namely ,the " Non-Double First-Class" universities or colleges can be endowed with the right to choose the teachers with the same capability in research for mutual cooperation and development, so as to alleviate the current disorder of teachers in flow. Since the environment and treatment of the " Non-Double First-Class" universities or colleges are not as good as those of "Double First-Class" universities, it is necessary to make improvement in environment before introducing teachers from the "Double First-Class" universities to improve the environment and treatment, so that teachers are more willing to come to work subjectively.

2. Strengthened Cooperation Between" Non-Double First-Class" Universities or Colleges

Under the new situation, new background, there have been a fierce competition among a lot of the " Non-Double First-Class" universities or colleges for attracting talents, and teachers' unreasonable flow will also bring great impact on the development of the " Non-Double First-Class" universities or colleges. Therefore, in order to alleviate this situation, the "Non-Double First-Class" universities or colleges should strengthen cooperation, and higher education resources of colleges and universities in the same region should be integrated, and allocation of talents of different universities and colleges should be conducted according to the specific conditions to form stronger teams in academics in the region. In this way, the "Non-Double First-Class" universities or colleges go further as one of the First-Class universities, besides, drive the development of the whole region can be driven for the improvement of higher education in teaching. At the same time, colleges and universities can realize transnational

cooperation and integrate superior educational resources. For example, colleges and universities in border areas can cooperate with colleges and universities in nearby countries to realize talent flow and exchange, which lays a foundation for internationalization of college and university education. Effective cooperation between colleges and universities is not only an important way to enhance their own development strength, but also forms a link to solve the problem of unscientific flow of teachers and obtain better development space under the trend of the construction of "Double First-Class" universities.

3. Strengthened Self-Construction for Attraction of Talents in Scientific Manner

Retention of talented teachers in the development of colleges and universities is an important part of talent flow, as the high level talents have the intention to leave the university or college when there are bottlenecks for their development, universities should conduct timely analysis on the problem and find out the problem and timely make up the disadvantages to meet the needs of high-end talents so as to enable them feel "love" and "warm" of the school. At the same time, colleges and universities should build a scientific incentive mechanism to encourage teachers to strengthen learning and research and development, and enhance the strength of teachers. Moreover, the system should be improved, and a scientific system should be built based on the teachers' situation, so as to clarify the promotion space for teachers, enhance their promotion potential, and do a good job in performance assessment, etc., so that teachers can feel the humanization of the school and stay in the school to carry out their work more actively. In addition, in order to enhance the development strength and achieve long-term development, colleges and universities should introduce talents scientifically and take a long-term view. They should not only introduce excellent talents at home, but also introduce excellent talents abroad, so as to enrich their own development and provide a good foundation for international development.

Conclusion

In the overwhelming trend of the construction of "Double First-Class" universities, teacher flow becomes more frequent, which has both advantages and disadvantages over higher education industry, and the advantage is that it is favorable to improve competitiveness of the higher education industry, and creates better opportunities for the teachers in the long-term development, and the disadvantage lies in the disorder situation of teachers flow, which result in vicious competition among some colleges and universities and the higher education industry, in the whole, is disrupted. Therefore, measures must be taken to solve this problem. This paper puts forward a series of countermeasures based on the actual situation, hoping to provide a beneficial role for the better development of China's colleges and universities and to contribute to the construction of "Double First-Class" universities, and provide some references for relevant personnel.

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