

# *A Study on the Teaching Reform of the Introduction of Enterprise External Teachers in Application-oriented Universities*

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**Abstract:** At present, in order to improve the overall quality of education, the external employment of part-time teachers has been gradually strengthened in the process of the development of practical education in colleges and universities of our country. In fact, the part-time teachers have become an important part of the teaching force in higher vocational colleges because of their own advantages such as strong technology and rich experience in enterprise practice, and in the actual teaching process to promote the cultivation of university personnel. In this context, in order to play a better role of external teachers, the relevant departments need to strengthen the transformation of teaching ideas, and strengthen the construction of external teachers. Based on this, this paper analyzes and discusses how to promote the construction of external teachers in higher vocational colleges.

## 1. Preface

In recent years, with the development of our society and economic prosperity, the social production of our country for the demand of technical personnel is increasing. In this context, the relevant departments of our country increased the investment in higher vocational education, and promoted the development of related education. In fact, higher vocational colleges have gradually strengthened the transformation of teaching methods and teaching ideas in the process of personnel training, and promoted the construction of the external teacher system in this process, on the basis of this, it strengthens the important supplement of the teachers in higher vocational colleges, and realizes the optimization of the structure of the teaching staff, and finally drives the training of the related talents, for the social production, the development of the output of high-quality skilled personnel. Based on this, this paper analyzes and discusses the current construction of the external part-time teachers in higher vocational colleges.[1]

## 2. Problems in the Construction of External Part-Time Teachers in Colleges and Universities

In recent years, in order to further improve the teaching quality, the universities of our country export high-quality technical talents to the society in the actual development process, relevant departments have strengthened the construction of the team of external part-time teachers. However,

in fact, there are still many problems in the process of the construction of external part-time teachers.

### **2.1 The number of External Part-Time Teachers is not Stable**

In fact, in order to further improve the quality of education and provide higher-quality technical talents for the production of society, Colleges and universities should, in the course of actual education development, provide higher-quality technical talents for the production of society, they often employ graduate students or social and technical personnel as part-time teachers to carry out related teaching activities.[2]

However, in the process of actual teaching activities, it is difficult for postgraduates to form good teaching communication with students because of the lack of certain teaching experience, which leads to low teaching effect, the teaching time of the on-the-job social technical personnel is difficult to coincide with the normal teaching time of the school, which leads to the related teaching activities being difficult to carry out efficiently. Under such background, in order to promote the orderly completion of relevant teaching tasks, higher vocational colleges neglect the construction of the examination and teaching supervision system, which makes the external part-time teachers lack the sense of belonging, thus makes the part-time faculty is very unstable.

### **2.2 External Part-Time Teachers Generally Lacked a Sense of Responsibility**

In the process of teaching by external in-service social and technical personnel in colleges and universities, due to the limitation of teaching time and the lax teaching attitude of external teachers, it often occurs that the courses are transferred in the actual teaching process, and finally has the serious influence to the university normal teaching order.

In addition, although the employed graduate students have a solid theoretical knowledge, but due to the lack of necessary teaching practice and its teaching purposes of impure (with the purpose of exercise or work-study program), make the related teaching effect low, students can not learn from the relevant skills, and then not conducive to the development of students and the promotion of related skills.

### **2.3 The Quality of External Part-Time Teachers is Uneven**

In fact, in the process of outside social technical personnel conducting relevant teaching in higher vocational colleges, because the technical personnel belong to the technical backbone of their units, because of heavy work tasks and can not concentrate on the relevant teaching tasks. [3]

In this context, individual higher vocational colleges to promote the orderly development of relevant teaching links, and gradually hired retired senior technical staff to teach related courses. In fact, although the old technical personnel have rich practical experience and skilled technology, but their understanding of the new knowledge is not comprehensive enough, so in the actual teaching process, makes the related teaching content too old, is not conducive to students to adapt to the needs of the times. On the one hand, the appearance of this situation makes the quality of external part-time teachers vary, on the other hand, it also leads to the related low teaching effect, which is not conducive to the needs of students to adapt to the development of the times.

## **3. The strategy of Strengthening the Construction of External Part-Time Teachers in Colleges and Universities**

In order to further promote the development of higher vocational education, relevant departments

have strengthened the construction of part-time teachers for higher vocational colleges. The author summarizes the strategies of strengthening the construction of the external part-time teachers in higher vocational colleges. The specific contents are as follows.

### **3.1 Change the Management Concept of External Teachers**

In order to further promote the construction of part-time teachers in higher vocational colleges, and promote the realization of related teaching effects. Need relevant departments to gradually strengthen the management concept of external teachers to change.

In the traditional teaching management process, the major higher vocational colleges generally adopt the administrative way to carry on the management of external teachers. The appearance of this kind of situation, has seriously suppressed the external teacher's work enthusiasm, thus is not conducive to the related teaching effect enhancement as well as the teaching task realization. Based on this, higher vocational colleges in our country need to implement the people-oriented management concept in the process of external teacher management. Taking Dongguan Vocational and technical college as an example, in the course of its actual management, the school pays more attention to the development space of external teachers, and through teaching research, teaching and other forms of activities for external teachers to provide learning opportunities. In fact, the above-mentioned measures can effectively improve the stability of the external part-time teachers, and on this basis, promote the realization of related teaching tasks, and promote the common development of students and external teachers.[4]

### **3.2 To Establish and Improve Relevant Rules and Regulations**

In the process of building up the contingent of external teachers, higher vocational colleges need to manage the employment, appointment and assessment of external teachers according to their own teaching conditions, and thus to build a complete set of rules and regulations. In fact, the above-mentioned measures can strengthen the clear division of responsibilities among different functional departments, thus making the appointment and management of external teachers have a more reliable basis. In a word, the implementation of this measure has strengthened the sense of belonging of external teachers, standardized the teaching and related links effectively, and finally led to the completion of related teaching tasks.

### **3.3 Build a multi-level, multi-level management system**

In fact, the management of external teachers in higher vocational colleges often involves the communication and cooperation between teaching management department, Personnel Department, Supervision Department and other departments. Based on this, it makes the relevant departments to strengthen the construction of multi-level, multi-level management system. Taking Dongguan Vocational and technical college as an example, the college has gradually improved its management system for external teachers in the course of its actual development, taking into account its own teaching conditions, and finally built a multi-level, multi-level management system.

In fact, the establishment of the relevant management system can effectively promote the division and clarity of the responsibilities and tasks of the various departments of the school, thus promoting the orderly conduct of related management. Under this management system, the school makes it clear that all departments are responsible for the selection of external teachers and the collection and examination of relevant materials for appointment, the examination and approval of the qualifications of external part-time teachers shall be carried out by the academic affairs office.[5]

Generally speaking, in the process of constructing the external faculty, higher vocational colleges can promote the related work to be implemented effectively by gradually constructing a multi-level and multi-level management system, then on this basis, it drives the relevant departments to improve the management efficiency of external teachers, and finally promotes the realization of related teaching tasks.

### **3.4 Strengthen the Training of External Teachers**

At the beginning of the semester, higher vocational colleges should train the new part-time teachers in teaching administration, make them understand the teaching administration system, strengthen the contact and communication with the teaching administration staff, and guide and standardize the teaching activities. To hold regular special lectures on the theory of higher vocational education, to train part-time teachers in the thought of "Loving their posts and devoting themselves to their work, rigorous study and strict teaching", and to organize them to attend teaching open classes and observation classes, in order to make part-time teachers familiar with the teaching laws and characteristics of higher vocational education, to update the educational concept, to hold a full-time part-time teachers' experience exchange meeting, to encourage part-time teachers to participate in scientific research projects, and to apply for teaching reform projects, assign part-time teachers to attend seminars and teacher training sessions to help them master the law of higher vocational education and talent training methods as soon as possible.

## **4. The Significance of Strengthening the Construction of External Teachers in Higher Vocational Colleges**

The preceding article mainly analyzes the problems in the construction process of our country's higher vocational college external teachers and the related solutions. In fact, the relevant departments of higher vocational colleges can play a role in promoting the characteristics of vocational education in the process of strengthening the construction of external teachers. As for the significance of strengthening the construction of external teachers in higher vocational colleges, the author has carried on the relevant summary, the concrete contents are as follows.

### **4.1 It is Beneficial to Strengthen the Characteristics of Vocational Education**

In the actual process of higher vocational education, relevant departments strengthen the external employment of experienced front-line personnel, which can be used as a basis for the actual campus teaching to inject strong vocational information.

In fact, in the actual teaching activities, external teachers can constantly promote the latest technology, norms and other relevant information, and their professional skills and experience to the students of higher vocational colleges, then promote the technical skills of higher vocational students and professional awareness of the strengthening. In addition, the external teachers in the teaching process can be combined with the relevant practice of teaching cases, and then promote the development of students' practical ability.

### **4.2 It is Advantageous to Optimize the Specialty Establishment and the Curriculum Structure**

In fact, higher vocational colleges can strengthen the teaching activities related to the external employment of front-line workers, and make use of the primary source mastered by the relevant external teachers to enhance the understanding of the needs of various sectors of society for talents. The appearance of this situation can promote the higher vocational colleges to strengthen the

understanding of the demand for talents in the development of society and market in the actual teaching activities, then, on this basis, it will promote the adjustment of courses and majors by relevant departments, so as to promote the development of new majors and the optimization of course contents, to achieve a strong adaptability, targeted technical application of personnel training, and ultimately promote the development of our society.

## 5. Conclusion

With the development of our society and Economic Progress, higher vocational colleges in our country have strengthened the construction of external teachers in the actual teaching process. This paper mainly analyzes the problems existing in the construction of external part-time teachers in higher vocational colleges and the measures to promote the construction of external part-time teachers in higher vocational colleges. The author believes that with the implementation of relevant measures, the construction of external teachers and higher vocational education in higher vocational colleges in our country is bound to achieve significant development.

If any, should be placed before the references section without numbering.

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