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## The Improving Strategies on the Construction of University Spirit, Teaching Style and Learning Atmosphere

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### REVIEW ARTICLE

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#### ABSTRACT

*Currently, there are many types of problems on university spirit, teaching style and learning atmosphere in colleges and universities of our country. A series of measures that can boot the ground as well as break the predicament must be unveiled. We can strengthen and improve the construction of university spirit by gradually weakening the administrative tendency, straightening out the working relationship among leadership, administrative personnel and experts, perfecting the input and evaluation mechanism, and optimizing the twogrades management system between university and faculty. We can strengthenand improve the construction of teaching style by intensifying teachers' virtuous behavior, innovating management method, introducing competitive mechanism, breaking the predicament of university's evaluation of professional title, perfecting instructor choosing system, integrating teaching activities and scientific researches. Inorder to strengthen and improve the learning atmosphere, we can strengthen the guidanceof public opinion, change negative public cognition of the university, intensify the valuation and incentive to students, perfect the specific and course construction, bring forthnewideas and strengthenclass teachers and counselors'work, arouseawareness of crisis and diligenceofstudents.*

**Keywords :** university spirit; teachingstyle; learning atmosphere

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#### INTRODUCTION

Since the beginning of the new century, China's higher education has made remarkable achievements. Colleges and universities have successively surpassed Russia, India and the United States in terms of student size, and established the world's largest higher education system; Initially established a system of management, management, and layout that is appropriate to the market economic system, productivity distribution, and regional economic development.. However, with the continuous expansion of the scale of colleges and universities in China, the decline of teaching quality and the decline of graduates' quality have become the focus of public opinion. The school spirit, teaching style and study style of colleges and universities make parents, teachers and even the whole society feel worried. Therefore, under the guidance of the relevant documents of "Opinions on Adhering to and Perfecting the Principal Responsibility System under the Leadership of the Party Committee of Ordinary Colleges and Universities" and "Some Opinions of the Ministry of

Education on Improving the Quality of Higher Education in an All-round Way", we should do a good job in the construction of the school style, Teaching style and study style in Colleges and universities, and try every means to promote talents. Training quality is a top priority.[1]

## **MATERIALS AND METHOD**

### **1. Strategies for Strengthening and Improving the Construction of College Schools**

The school spirit is a unique atmosphere formed by a school during its development. A good school spirit can establish a good image of the school, and it can form cohesiveness, centripetal force and binding force, which will form an indispensable spiritual force and ethics for school development, and will positively promote the development of the school. The school spirit is reflected in the spirit of the teachers and students in the school. It also reflects the style of the cadres, the teaching style of the teachers, the style of the students, the class style of the class, and also exists in the various things and environments of the school. A well-established school spirit is an important task for school administrators. The construction of school spirit belongs to the organizational structure of organizational organization. It is necessary to establish the vision and mission of the school according to the rules of organizational culture construction, and to do a good job in the construction of the style and management of the administrative staff and teachers.[2]

#### **1.1 Focus on the use of management technology, improve management measures**

The competent education department should thoroughly study the outstanding problems in the current management, teaching, scientific research, and enrollment, and innovate management and improve the mechanism. It is necessary not only to introduce and implement a series of "strategic and direction" policies at the national level, but also to strengthen With regard to the research and application of management technology, we have introduced and implemented a series of measures and programs that can guide practice and solve difficult problems. When introducing management measures and programs, it is necessary to absorb experts and scholars who are proficient in management technology, and to give serious consideration to the feasibility and adaptability of management measures and programs. The measures to avoid the introduction have only qualitative goals and tasks, but lack specific practices and rewards and remedies. The phenomenon must be avoided, and the policy measures are more vulnerable and flexible. For example, in approving the number of students instructed by a mentor, it seems scientific to avoid only "combining the ratio of teachers to students and the nature of the work of a mentor, reasonably assigning students to a mentor, introducing a competitive mechanism, and appropriately balancing" but there is a lack of feasible qualitative provisions. Management measures should be as specific as possible to avoid being modified and distorted in implementation. For example, a full-time postgraduate tutor should not have more than 3 postgraduate students in the same college within one year; administrators and tutors should not have more than 2 graduate students in the same college within one year; full-time postgraduate tutors are instructed within and outside the school within one year. There shall be no more than 4 master and doctoral students, and no more than 3 postgraduate students may be instructed within and outside the school within one year of the administrative staff and mentor. If the upper limit is exceeded, the strict regulations of the master's workload will not be counted. Due to the large number of students instructing colleges and universities, the quality of the masters has declined, resulting in problems such as the monopoly of academic resources of large academic factions.

#### **1.2 Perfecting management system and mechanism to curb the tendency of administration in Colleges and Universities**

Try to popularize the system of vocational school principals, vocational counselors and vocational

teaching secretaries, return academic power to experts and professors as far as possible, avoid over-centralization of academic resources and assessment power to the leading cadre groups, and give experts and professors without leading positions equal opportunities to participate in, drawing on the practice of subject assessment expert pool. All professors at or above the tertiary level are appointed as academic committees; the rotation system and blind evaluation system of academic committees are promoted to the greatest extent by means of random selection or rotation; monopoly and corruption of academic committees caused by excessive centralization of power are avoided; methods for evaluating and evaluating topics and awards are innovated and improved to avoid problems and problems. Over-concentration of awards to leading cadres has frustrated the enthusiasm of experts and front-line teachers in teaching and scientific research; improvement of relevant provisions requiring leadership to be in charge in project management measures; reduction of nomination and "deck" behavior of leading cadres; and implementation of the relevant mechanism and total of negative correlation between the number of research projects and administrative level. We should reduce the burden for leading cadres and administrators in project evaluation and project establishment, and incline to full-time teachers and researchers who have time and energy guaranteed and can really engage in research. In the evaluation of teaching awards, we should respect the objective reality and really incline the awards to the front-line teachers.

1.3 Reasonable choice and straightening out the working relationship between leaders, administrators and experts.

We should straighten out the working relationship among leading cadres, administrators and professors, seize the key to the construction of the style of work of leading cadres and administrators in Colleges and universities, and advocate leading cadres to be models of unity and progress, modesty and courtesy, models of caring for teachers and students, and models of teaching and educating people. Leading cadres should make good choices between teaching, scientific research and administrative work, mainly focusing on the development of schools, building platforms for experts and scholars and providing services, to avoid administrative omission due to overweight teaching and scientific research tasks; administrative personnel should be in a correct position to carry forward the "servant" essence. God, act actively, do "tirelessly, do not shirk responsibility, do not escape, do not leave the end", and strive to set up a platform for front-line teachers; expert professors should mainly focus on teaching and scientific research work, dedicated to preaching, teaching, puzzlement, to avoid excessive participation in administrative affairs and wasted. Waste teaching and research work.

1.4 Improve scientific research investment and evaluation mechanism, and promote the coordinated development of colleges and universities

We should rationally adjust the influence weight of scientific research strength in financial input, and gradually correct the overall situation of "attaching importance to scientific research, ignoring teaching" in Colleges and universities. The competent departments of education and science and technology should adjust the proportion of research-oriented, teaching-oriented and comprehensive universities and their regional and industrial distribution according to the national strategy. Colleges and universities should rationally allocate the number and proportion of teaching and scientific research personnel, and construct a funding mechanism with equal emphasis on teaching and scientific research.

It is necessary to perfect the comprehensive evaluation mechanism of colleges and universities and gradually establish an evaluation system in which the scientific research strength of colleges and universities is evaluated by the theoretical circles, the industrial circles and the public, the teaching is mainly evaluated by the students and the employing units, and the economic and social abilities

of the country and the local areas are evaluated by the government and the business entrusted departments. The technical means and concrete implementation steps of the evaluation can draw lessons from Taobao's customer evaluation model, build a comprehensive evaluation cluster network of colleges and universities, and make the evaluation elements of teachers, courses, scientific research and foreign cooperation projects of colleges and universities open for a long time, and require business producers to evaluate the above factors.

### 1.5 Improve management mechanism and optimize secondary management system

Improve and perfect the management system of colleges and universities, rationalize the management procedures, avoid "inbreeding" with the link of learning as the link between recruiting and employing people, and strive to optimize the structure of learning. In the management of affairs, it is necessary to "manage people according to the system and press Institutional deliberation, decision-making according to system, handling according to process, and distribution according to system; in terms of personnel arrangement, it meets the requirements of "everything is managed, everyone has something to do, people do their best, and personnel are appropriate"; The secondary management system avoids the high proportion of teaching and research funding, and tilts the funds to the front line of teaching and scientific research.

### 1.6 Face up to the legitimate needs of faculty and staff, and constantly improve the salary level

We should face up to the disparity between the pay of administrative personnel and leading cadres and the pay of well-known experts and scholars, further improve the salary of administrative personnel, establish a wage growth mechanism linked with economic and social development and price consumption index, and a subsidy system related to post value and performance. Avoid administrative staff because of the huge contrast with the treatment of front-line teachers, especially with well-known experts and professors, resulting in unfair feeling, and then lead to administrative omission or administrative decision-making forced diversion of teaching and research fees. Schools should do their utmost to seek the welfare of front-line teachers. When approving the "five insurance and one fund", they should refer to the standards of civil servants at the same level and brotherscolleges and universities at the same level, try their best to be high or low in both; pay and benefits should be paid in a planned, time-limited manner and reasonably for front-line teachers. Avoid tax and avoid centralized distribution, thereby harming the interests of teachers, thereby dampened their enthusiasm.[3]

## 2. Strategies for strengthening and improving teaching style in Colleges and Universities

### 2.1 Strengthening propaganda and guidance, encouraging teachers to carry forward the spirit of gardeners

Through propaganda and guidance, teachers should be aware of the multiple values of teaching and educating people. They should not decide their investment in teaching by means of salary. They should not regard teachers' profession as a means of livelihood. They should regard students' education and its sublimation value as their own value and professional reward. They should do everything possible to speak well every 45 minutes.

Teachers should be deeply aware of the "one-to-many" special relationship with students. Every new initiative or viewpoint of teachers may affect the growth of a group of students. Similarly, a teacher who is late or absent from a class delays the time of a group of students, and a wrong point of view affects the cognition of a group of students. From this perspective, teaching profession is one of the most creative values and pressures. Therefore, teachers should strengthen the concept of lifelong learning.

At present, influenced by many factors, the style of colleges and universities is unsatisfactory. Some schools and individual teachers do not attach enough importance to students'education. They can't strictly require students, even lower their requirements in teaching and examination. In fact, it is possible for a teacher to change his students'attitudes and career by making a fair assessment, a correct request, and a patient exchange. Therefore, a teacher should be willing to lead the way, be willing to be strict with his students and dare to criticize them.

## 2.2 Innovative management style, forming a joint effort to grasp the quality of teaching

Firstly, in view of the current trend of the training of new young teachers in Colleges and universities, we should do a good job of pre-job training and guidance, stress practical results, avoid going through the motions and introduce the elimination mechanism; arrange tutors for young teachers, pay remuneration by the school, and do a good job of "help transmission". The second is to strengthen supervision and classroom inspection, timely detection of problems and give guidance and correction, accountability and punishment for teachers who do not act or violate the rules. The third is to implement a reward distribution system that is inclined to the front line of teaching and to stabilize the growth of the university.. Fourthly, we should perfect the system of students'evaluation, make the results of evaluation public to the greatest extent, force teachers to improve the teaching effect, and at the same time, provide the basis for students' course selection and teaching monitoring. Fifth, taking the implementation of the credit system as an opportunity, introducing a competitive mechanism to relax the restrictions on students'choice of courses; expanding the capacity of evaluating high-quality classes, implementing an accounting mechanism with a positive correlation between the remuneration and the number of students, supporting good classes and large classes, and eliminating classes in which students are not recognized and no one is selected. Sixthly, teachers with high teaching evaluation and outstanding teaching results should be encouraged both mentally and materially to promote the continuous improvement of teaching quality. Seventh, we should increase the investment in teaching and research projects, quality curriculum construction and famous teachers with the participation of front-line teaching staff.

## 2.3 Strengthen learning mechanisms to ensure the quantity and quality of the faculty

Firstly, teachers'lifelong learning concept should be strengthened to ensure teachers' active participation in on-the-job training, learning, further learning and visiting, and to constantly improve their professional level and teaching skills. Second, the introduction of quantitative management program, strictly implement the rules that professors must teach undergraduate students, to ensure the number and quality of undergraduate teaching faculty. Thirdly, in order to ensure the guidance time and quality of the tutors, we should arrange the tutors strictly according to the research direction of the tutors and the students'volunteers, and try our best to match and unify the tutors' expertise with the students'specialties, so as to avoid excessive cross-disciplinary and cross-disciplinary guidance from some tutors. The fourth is to jointly implement the correlation mechanism and total capping system of the instructor's scientific research ability and the number of students instructed. Gradually form strong scientific research ability, and the mentor of the project has more guidance for graduate students. The research ability is poor, there is no project, and the task-driven training mode cannot be implemented. The instructor has less guidance for graduate students, and the incompetent mentor has suspended the guidance work. Fifthly, the number of "star teachers" and high-ranking teachers who are popular with students should be capped to ensure the quality of guidance. Six is quantitative requirements for professors to guide undergraduate thesis writing. Enhance the selection of thesis (design) tutors, as far as possible to achieve "competent post matching"; the introduction of anonymous evaluation feedback mechanism, the implementation of outstanding tutors reward, the elimination of incompetent tutors. Seventh, regular training of tutors,

unification of guidance requirements and standards, strengthen the exchange and learning between tutors. Eighth, select some undergraduate thesis for blind review, strictly implement the elimination system of defense, reversing the situation of defense taking form. Nine, we should first check the copy ratio of the text, then score, send trial and reply. Tenth, to maximize the implementation of the graduation thesis long-term full-text online publicity system, subject to supervision and inspection, while the implementation of the tutor joint and several accountability system. Eleven, we should continuously improve the mentor allowance according to the price level so as to achieve the unification of rights and responsibilities.

#### 2.4 Innovate and improve the teacher's title, evaluate the employment mechanism, and break the teacher's professional title assessment

Innovating and perfecting the evaluation mechanism of college teachers' titles, and changing the current weight of teaching performance when college teachers' titles are almost ignored. First, refine the title, determine the evaluation indicators based on job requirements and social recognition. According to the positioning and development needs of the school, add teaching-type positions to provide opportunities for teaching teachers to advance. The second is to improve the review mechanism for the number and level of scientific research achievements in the current professional title assessment, dilute the level of publications, and establish a guide to win by quality. The third is to introduce a letter of evaluation (different blind evaluation) in the evaluation of professional titles, and to publicize the public network and review the appeal mechanism for a long time. The fourth is to weaken the administrative tendency of the review meeting, reduce administrative intervention, and reduce the proportion of leading experts in the judges. Fifth, based on the fact that the administrative staff has limited energy, in the distribution of senior professional titles, especially those in the "Second Post", it is necessary to lean toward teaching and scientific research personnel, to prevent the administrative personnel from occupying large targets and the phenomenon of teaching and scientific research inaction. . The sixth is to implement the separation of evaluation and employment, gradually break the title system of tenure, regularly assess the teachers who have obtained senior titles, and lower the titles of those who do not meet the qualifications.

#### 2.5 Reasonable positioning, coordinating the proportion of teaching and research activities in the work of teachers

Schools must earnestly focus on teaching and research according to their own positioning and development strategies, and guide some teachers to focus on teaching or research. Based on the current reality of heavy scientific research and light teaching, we should try our best to improve the treatment of teaching-oriented teachers, and build a distribution mechanism that teaches more, teaches well, teaches less, teaches poorly and rarely, and ensures that teaching is good. Teachers do not suffer from losses; correcting and teaching a poor teacher, and thus damaging the enthusiasm of excellent teachers. For most teachers, it is necessary to put the work of teaching and educating people first, and at the same time strengthen scientific research, and do their best to ensure that teaching and research are both correct, so as to achieve the purpose of scientific research to promote teaching and scientific research. For some teachers who have a one-way development desire, they should combine their own strengths and departmental development needs, coordinate the relationship between teaching and research, and try their best to avoid weaknesses.

#### 2.6 Improve professional and curriculum construction to ensure students learn

Colleges and universities should adjust their majors according to their social needs, apply for enrollment plans according to the employment competition pattern, and improve their talent training programs according to their professional needs. Teachers should go deep into the employer, perfect

the teaching content according to the needs of the post, and try their best to achieve the unity of the teaching goal and the student's learning motivation, so as to ensure that the students learn and get some use.[4]

### 3. Strategies for Strengthening and Improving the Construction of Academic Discipline in Colleges and Universities

Study style refers to the student's learning attitude and learning style. Under the influence of enrollment expansion and bad social atmosphere in colleges and universities, the uselessness of reading has risen in some areas, and the academic style has become the "soft rib" of high schools. In the construction of academic atmosphere in colleges and universities, it is necessary to form a situation in which students recognize that teachers are taught, that units recognize students, that society recognizes the quality of university graduates, and that families value university education.[5]

#### 3.1 Strengthen public opinion guidance and change the public's negative perception of the university

We should strengthen propaganda and education, strive to change the negative perception that the whole society regards university as a paradise, and that university education should be regarded as a means of mixing academic qualifications and strengthening qualifications. We should make students, parents and employers understand that university education is aimed at students' lifelong development and that university is the most efficient and effective stage of learning in life. Correct the wrong way of paying attention to education before high school and ignoring university education in the current society. In fact, unlike pre-high school education, college has more learning content, higher learning efficiency, and more targeted learning.

#### 3.2 Intensifying teaching process management and learning motivation for students

The effect of learning depends on the learning process. In order to improve the students' enthusiasm and participation in daily learning and the quality of teaching, it is necessary to increase the average score weight of curriculum assessment (for example, 30-50%). Increasing the weight of students' performance in peacetime has the following advantages: firstly, establishing the basic orientation that the learning process and results are equally important; secondly, facilitating teachers to mobilize students' enthusiasm for completing homework in peacetime; and thirdly, facilitating students' participation in classroom interaction to stimulate their positive thinking. Increasing the weight of normal grades means giving teachers the power to deal with the proportion of examination results flexibly and flexibly. Teachers are required to verify students' normal grades fairly. Therefore, the following points should be strengthened: First, the training of teachers' professional ethics should be strengthened. The second is to strengthen the management and control of attendance, classroom discipline and teaching process, innovation check-in and roll-call methods, and introduce classroom grouping and other management methods to dissolve the students' herd mentality. Teachers are required to pay attention to the "trace" management. When checking their performance in peacetime, they must be given quantitative marks according to attendance, homework, interaction and comprehensive performance. Thirdly, teachers are required to publicize their normal grades to all students and allow students to raise objections during the publication period. Fourthly, we should smooth the channels of network letters and visits of school and college-level educational administration, endow students with the right of appeal and prosecution, strictly treat students' objections and prosecutions, and form a situation in which the results of the examination and approval in peacetime are well-documented and reliable.

#### 3.3 Pay attention to the work of head teachers and counselors, and build a strong backing for the

style of study.

To strengthen the style of study, we need to strengthen the work of class teachers and counselors. One is to take the work experience of college teachers as a prerequisite for their professional titles and promotion, and to ensure the total number of staff willing to work as class teachers from the policy. Second, we should strictly control the award-winning ratio of excellent class teachers and counselors and set a ceiling to avoid the phenomenon that excellent class teachers and counselors take turns to sit down and weaken the incentive effect. Thirdly, we should increase the allowance for class teachers and counselors, enhance the attractiveness of class teachers and counselors, and form a situation in which young teachers compete for class teachers and counselors. Fourthly, the teacher in charge and the counselor should be assessed regularly, the anonymous evaluation mechanism of students should be introduced, the teacher in charge and the counselor should be warned of inaction or violation of discipline and be accountable and replaced if necessary. Fifth, actively invigorate the intelligence resources of the class teachers and counselors, and support the class teachers and counselors to innovate actively in the aspects of class culture construction and class activities from the aspects of mechanism and funds.

### 3.4 Focusing on propaganda and education to enhance students' sense of crisis

We should pay attention to the promotion and transformation of College Students' ideology. To exert pressure and motivation on College students, it is necessary to strengthen the sense of family responsibility and gratitude to their parents in the students' group, and to input pressure and motivation into them; to change the current situation of College Students' low academic requirements, so that "no higher scores, pass the test" and "compulsory courses, elective courses must be evaded." The negative situation such as escape is fading away from colleges and universities.

In addition, the construction of academic atmosphere needs colleges and universities to provide students with good learning conditions. Schools should learn from the experience of world-renowned universities, strengthen the construction and popularization of modern educational technology and increase investment in the construction of learning resources in accordance with the needs of professional training programs.

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