Exploration and research on the construction of university faculty in the era of Big Data

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Abstract: In the era of big data, in order to realize the ideal goal of establishing morality and cultivating people in colleges and universities, it is necessary to improve the intellectual education system and optimize the teaching staff in colleges and universities, we will promote the integration of artificial intelligence, big data, and the building of a highly qualified, intelligent, and professional teaching force to drive the strategy of building a strong country through education. Based on the realistic problems existing in the construction of university teachers in the era of big data, and combined with the requirements of all-round education in universities, this paper probes into the strategies of the construction of university teachers.

Key Words: Big Data Era; university teachers; talent team; construction exploration

Colleges and universities should focus on four tasks, including creating an intelligent educational environment, improving teachers’ technical literacy and application ability, promoting the construction and application of teachers’ big data, and serving the reform and innovation of local education and teaching. In the era of big data, in order to train talents well, we should insist on building a new system of "Artificial Intelligence + teacher education" and integrate the teachers in school, overall help artificial intelligence to promote the construction of teachers.

1. THE MAIN PROBLEM OF THE CONSTRUCTION OF UNIVERSITY TEACHERS' TALENT TEAM IN THE BIG DATA ERA

Colleges and universities bear the important responsibilities of teaching, educating people, scientific research, social service, cultural heritage, international exchange and so on. The ratio of students to teachers is a key index that directly reflects the frequency of communication between teachers and students and reflects the degree of care for students. All along, the student-teacher ratio is related to the scale of running a school, the benefit of running a school and the quality of teaching. A university with a lower student-teacher ratio is in a better position to create an educational and teaching environment conducive to interaction between teachers and students. The high student-teacher ratio is not only a historical legacy of the expansion of enrollment, but also a reflection of the strict control of personnel and the lack of construction funds.

There are shortcomings in the structure of high-level teachers, and the quantity and quality of talents need to be improved, especially the total amount of top talents and leaders active in the international academic frontier and national innovation main battlefield is still insufficient. There is a shortage of high-end leading talents and academic masters with international influence in the fields of information, computer, management and humanities, and the establishment of joint research centers or joint laboratories with the world's top universities has just started, teachers should strengthen their awareness of opening up and actively carry out domestic and international cooperation. The discipline distribution of high-level talents introduction and training is not balanced, and the ability and international level of self-training leading talents and reserve talents need to be further improved.

The reform of the teacher personnel system is the fundamental measure to realize the modernization of the management system and ability of the teachers. There is no employment mechanism that can go up, down and in and out. The top-level design and cooperation between the competent departments at all levels and universities are needed for the system mechanism of teacher evaluation and appointment and withdrawal. The flexible employment mechanism has not been established yet, and there are many...
institutional barriers in the aspects of salary, insurance and management of foreign personnel. Job classification has not yet been implemented in universities, and the channels for attracting full-time research posts through major projects and high-level teams are not smooth.

It is found that some teachers' quality and ability cannot meet the need of talent cultivation in the new era, and need to be further improved. There is a lack of systematic support for teachers' professional development and lifelong learning. Some teachers, especially new teachers, lack relevant knowledge background such as pedagogy, lack systematic education and teaching training, and face the needs of social development for knowledge and innovation ability, teaching design, teaching research, teaching reform and other teaching capabilities have been difficult to adapt to the requirements of teaching work. There is a lack of systematic planning for teacher training. The system of lifelong learning for school teachers is not perfect, the construction of teacher development center is weak, the development of teachers is not enough, and the research and management service system for teacher development is not perfect, the mode of teacher training is more traditional, which cannot fully meet the needs of the current development of teachers and needs to be innovated. The teacher training lays too much emphasis on theoretical study and knowledge supplement, and its effectiveness, pertinence and appropriateness need to be strengthened urgently.

2. THE REQUIREMENTS OF THE CONSTRUCTION OF UNIVERSITY TEACHERS IN THE BIG DATA ERA

The political attribute of university teachers is related to the fundamental problem of "Who to train, how to train and for whom to train". The construction of university teachers team must take the political attribute as the first attribute, and take the education leading university teachers to be the firm supporter of the party's ruling as the first responsibility, we should push university teachers to be firm believers and faithful practitioners in the cause of socialism with Chinese characteristics and carry out the party's educational policy into the whole process of education and teaching. To further strengthen and improve the ideological and political work in colleges and universities, to ensure that college teachers adhere to the "Teaching and education of the Unity, the unity of words and deeds and teaching of the Unity, the unity of asking questions and concerns about society, academic freedom and academic norms of the unity."

The foundation of higher education lies in setting up morality and cultivating people. Only by cultivating first-class talents can universities become world-class universities. Therefore, colleges and universities must firmly grasp to improve the quality of personnel training in an all-round way this core point, and in order to promote other work. The bounden duty of teachers in colleges and universities is to establish moral character, to educate and educate people, and to shoulder the important task of shaping soul, life and people. We must always follow the law of education and teaching and the law of students becoming talents. We should attach importance to knowledge education, value education and ability and quality education. Colleges and universities should guide teachers to take the initiative to match the standard of "Four have" good teachers, and help young students to "Button the first button of life", devote all energy and full of true feelings to the great cause of cultivating socialist builders and successors who develop morality, intelligence, physique and beauty in an all-round way. To help college teachers correctly handle the relationship between "Teaching" and "Research" and effectively solve the contradiction between "Teaching" and "Learning", make the school first-class level rise, the teacher ability quality leap, the student study effect promotion concentric colleague, the same direction develops the strength.

The construction of university teachers should highlight the glorious status and bright background of "People's teachers", persist in education serving the people, and improve the sense of education gain and happiness of young students. This requires university teachers not only to reform education and teaching around students, take care of students, serve students and take students as the main body, but also to focus on the major national strategies and the major needs of the people, strengthen scientific research and social services, to make due contribution to enhancing national strength and improving people's well-being. College teachers are
the disseminators of advanced ideology and culture. They must cultivate and practice the socialist core values, strengthen the cultivation of teachers' morality and stick to the cultural taste, leading the social spirit.

3. THE STRATEGY OF THE CONSTRUCTION OF THE FACULTY IN THE BIG DATA ERA

3.1 To promote the development of the subject platform of Artificial Intelligence + education

Discipline Construction is the forerunner and leader of the construction of teachers' ranks and the reform of Teachers' education. In order to meet the important strategic needs of educational reform in the intelligent age, we should actively consider the construction of a new system of educational discipline construction in the intelligent age. First, we need to integrate the school's superior subject resources, adhere to education as the main subject, with psychology, information science as the support, to promote the era of information-oriented major theoretical innovation in education. Second, we need to focus on both “Artificial intelligence +” and “Big Data +” drivers, target international academic frontiers and major national needs, and focus on local economic and social battlefields to build a problem-oriented, project-driven, system-based cross-disciplinary research platform, building “Artificial Intelligence + education” integrated research platform. Third, we should break through key technologies such as big data in education and artificial intelligence in education, carry out R & D and innovation in Intelligent Education Technology, and carry out basic, forward-looking and multidisciplinary cross-integration innovation research, focus on solving the common key problems in the field of intelligence education. Fourth, to implement the application of intelligent education demonstration, with the help of 5G, big data, artificial intelligence and other new technologies to promote the role of building intelligent teaching platform, to explore and deepen the reform of the training system of “Artificial Intelligence + teacher education”, and to promote the reform and innovation of information-based teaching.

3.2 Build an intelligent and immersive digital campus environment

The digital construction of teacher education needs to promote the construction of “Digital Campus” with strong technical innovation and application ability, to provide a solid “Digital base” for the construction of a high-quality education system, it is necessary to build a demonstration center for the integration of information technology and education and teaching on the basis of the construction of a digital learning environment on campus, based on application-driven, big data center construction, one-stop experience and excellent integration cases, we build an integrated education ecosystem in the cloud. Specifically, to optimize the campus network, cable network, wireless network, greatly improve the quality of education network. To build online-offline integration, real-virtual integration of the wisdom of the classroom and “Cloud Integration” of digital learning platform, to create physical space, resource space and social space organic integration of learning space, construct ubiquitous learning environment between classroom and extracurricular, and support the organic integration of learning resources, learning activities, learning process and learning data. We should strengthen the capacity building of data center, develop intelligent, fast and comprehensive learning analysis system, and establish an efficient, safe and agile intelligent operation and maintenance support system.

3.3 Construct the digital resource system to support the first-class teacher education

Innovating the resource service mechanism by improving the standards and certification indicators of digital resource construction, bringing in third-party quality forces to participate in the development of digital resources, activating internal resources, and enriching the professional team of resource construction, explore the digital resources supply model and service mechanism which suits the school characteristics. We should reconstruct the teaching resources in schools. According to the idea of combining self-development with introduction and sharing, we should work out the standard of digital curriculum resources, realize the construction of digital resources standardization, and establish the mechanism of curriculum access, to design and develop three types of learning resources: Curriculum Resources, special resources and expanding resources, so as to meet the diversified learning needs of normal students. We will expand the supply of resources. To promote the diversified supply of school curriculum resources, combined with the Ministry of Education “Double Ten Thond Plan” work, to create online, offline, hybrid, virtual simulation, social practice, “Five gold classes. Certification course system. The introduction of big data, virtual reality, artificial
intelligence and other technical support of the physical scene and practical operation of the resources to form a diverse, three-dimensional digital education resources system. We will improve the mechanism for continuous co-building and sharing of resources.

3.4 To develop a digital system for teacher excellence
Professional and technical personnel can effectively improve the quality of teaching and teaching level. With the coming of big data era, college teachers can realize the sustainable development of their knowledge and train more innovative talents only by taking part in precision training and persevering study. Schools should improve teachers' information literacy as a whole, use information technology to reform teachers' educational and teaching training mode, create digital environment, and use big data platform to collect accompanying data of classroom teaching and learning behaviors, data analysis supports the reform of teaching methods and methods, the promotion of cross-disciplinary integration, and the implementation of digital excellence teacher training. We should carry out the plan of training excellent teachers, systematically develop the training standard of digital excellent teachers, clearly put forward the characteristics of training excellent teachers, put forward the training mode of digital excellent teachers, and scientifically construct the training platform, continue to carry out training practice, scientific evaluation of the effectiveness of training. We can explore and construct a new digital excellent teacher training system according to the“Five-integration” method.

3.5 Establish a big data platform and carry out accurate training for teachers
Facing the coming of Big Data Era, colleges and universities should strengthen the training of Teachers' information awareness, so that teachers can realize the changes brought by the information era to the education field. Through the establishment of systematic information skills training system, according to the actual situation of the development of effective and feasible training methods, can promote the improvement of teachers teaching ability to lay a good foundation. The era of big data provides sufficient and reliable information and data for teachers' teaching resources, and precision training also promotes teachers' comprehensive quality. In the course of teaching, teachers should carry out teaching activities regularly, and always insist on students' principal status, fully respect students' ideas and wishes, promote students' all-round development, and cultivate students' innovative spirit and practical ability. Through precision training, the work enthusiasm and innovation consciousness of university teachers have been improved, and the advantages of university teachers have been fully displayed.

4. CONCLUSION
Innovation, Optimization and reform is the inevitable direction of the development of the times. In order to comply with the trend of the times, colleges and universities should explore and understand the details of teachers in teaching management. Under the background of the new era, higher education has manifested its advantages and made an indelible contribution to the high-speed economic development of our country at the present stage. Therefore, in the future development process, it is necessary to provide higher institutions for the construction of the teaching staff to provide more high-quality institutional security. To optimize the talent training system and build a more scientific talent evaluation model, so as to provide a high degree of visibility of the promotion channels, effectively achieve the sharing of resources, and enhance the discipline competitiveness of institutions of higher learning. We should strengthen the system guarantee, carry out each system thoroughly, and ensure that we can provide a reliable development environment for college teachers.

REFERENCES
