

Investigation on the Decision Making Method of Title Evaluation Institutions of Higher Learning Under Semantic Environment

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Abstract: In the support evaluation system of our country, the support evaluation of university teachers occupies a key position, which provides an important support basis for the rapid development of universities and scientific talent planning. The specific decision-making method of college professional title evaluation is related to the scientific, fairness and standardization of supporting evaluation. At present, most of the decision-making methods for the evaluation of university teachers' professional titles in China adopt the traditional evaluation and decision-making methods, which are unitary and backward, and obviously unable to adapt to the development needs of semantic environment. This brings inconvenience to the professional title appraisal of colleges and universities in China. The purpose of this paper is to make an in-depth study on the decision-making methods of college professional title evaluation under semantic environment and explore the scientific decision-making methods of colleges and universities. This paper firstly the concept of semantic environment and title appraisal has carried on the summary of relevant, then with the help of decision observe algorithm, the current problems existing in the college teacher's title appraisal decision method carried on the thorough analysis, and on this basis, combined with the existing research materials, puts forward the semantic title appraisal of colleges and universities under the environment of specific decision method. The experiments in this paper show that there are many problems in the current decision-making methods of professional title evaluation of university teachers in China, which limit the scientific and standardization of professional title evaluation.

1. Introduction

At present, in order to stimulate the enthusiasm of teachers Institutions of higher learning, China's colleges and universities generally adopt the professional title evaluation system. This system is based on the comprehensive evaluation of all aspects of the ability of college teachers, according to the results of the evaluation of college teachers granted a certain title. The evaluation of university support is related to the development of university teachers and is also an important indicator to measure the strength of universities. The decision-making method of college evaluation directly affects the standardization and scientificity of professional title evaluation. At present, there are a series of problems in the decision-making method of professional title evaluation in Chinese universities, which is not conducive to the establishment and development of the professional title evaluation system. Therefore, it is particularly important to study the decision method of supporting evaluation Institutions of higher learning.

In view of the problems existing in the evaluation of professional titles Institutions of higher learning, Chinese scholars have conducted a series of researches. In [1], the author makes an in-depth study on the selection of the evaluation mode of university titles from the perspective of university governance structure. In [2], the author takes henan province as an example to analyze and study the development and problems of the professional title evaluation system in Chinese universities, and draws relevant conclusions about the evaluation methods, evaluation procedures and evaluation results. In [3], the author mainly analyzes the decentralization of professional title

evaluation right of university teachers, mainly from three aspects of logic, change and bottleneck. This study believes that the decentralization of professional title evaluation right of university should be transferred from government departments to various universities, so as to realize effective communication between universities and government administrative departments in decision-making.

The semantic environment is based on the Internet. In the semantic environment, we can not only quickly understand words and concepts, but also quickly sort out their logical relations. In recent years, scholars at home and abroad pay more and more attention to semantic environment. In [4], the author sorts out the existing concepts of semantic environment and puts forward his own opinions based on the existing concepts. In [5], the author analyzes the application field of semantic environment and focuses on its specific application in the field of fault diagnosis of mine hoist. In [6], the author makes an in-depth analysis of semantics and semantic environment, and on this basis constructs a semantic model with universal applicability for the analysis and interpretation of the logical relationship of things.

Based on the characteristics of the semantic environment, this paper firstly the concept of semantic environment and title appraisal has carried on the summary of relevant, then with the help of decision observe algorithm Institutions of higher learning teacher's title appraisal decision method is carried on the thorough analysis of existing problems, and on this basis, combined with the existing research materials, puts forward the semantic title appraisal of colleges and universities under the environment of specific decision method [7-8]. This method is not only conducive to promoting the rapid development of the evaluation of professional titles Institutions of higher learning, but also provides a certain theoretical basis for future related studies [9].

2. Method

2.1 Semantic Environment and Professional Title Review

Semantics is essentially a methodology about how to organize resources of related objects, a abstraction of knowledge and data. At present, scholars often regard semantics as the corresponding relationship between data and the universal meaning of things in the real world, or the different relations among different meanings, as the logical expression and detailed explanation of data in a specific range. Semantics is to express the concept of symbols with the help of data. Meanwhile, this expression emphasizes and defines the organizational mode and structural relationship between symbols [10-11]. Domain is the main feature of semantics. All semantic expressions have a certain domain, but semantic expressions without domain do not exist. The semantic environment is based on the Internet. In the semantic environment, we can not only quickly understand words and concepts, but also quickly sort out their logical relations. The important way to comprehensively evaluate the scientific research and teaching of university teachers is to evaluate the professional title of university teachers, which is the key to the personnel and academic management of universities. Professional title evaluation has realized the all-round evaluation of university teachers, mainly including the evaluation of work level, scientific research level and teaching quality, which is not only profoundly related to the immediate interests of university teachers, but also closely related to their work enthusiasm [12-13]. In addition, the support of university teachers is also an important measure of the strength of universities.

2.2 Decision Observation Algorithm

In general, we cannot observe the best way to make decisions. In a certain environment, we can only observe the specific decision-making actions of the subject. Then, the analysis of the decision can only start from a certain fixed direction. For example, in the support review of teachers, if A sends out the decision behavior, then B cannot know the result at the other end of the decision tree. Even after multiple observations of the decision problem, the entire decision tree cannot be accessed. Therefore, the decision observation algorithm proposed here belongs to the partial observation of the decision. The formula of the decision observation algorithm is as follows:

$$\forall (s \in S) EU(S^*) \geq EU(s) \quad (1)$$

In formula (1), S^* represents the optimal decision method, U represents a fixed function, E represents the set of existing decision methods, and S represents the complete policy space of a decision point. It is important to note that the linear constraint of the vector function U is reduced to the linearization of the desired operator. In order to ensure the feasibility of the decision method, it needs to be verified. The specific verification formula is as follows:

$$V_n[u] = \max_{n \in S_n} V_n[u] \quad (2)$$

In this formula, n represents the specific sequence of a decision method, S_n represents the possibility of the existing decision method, and V represents the uncertain expression. With this formula, the feasibility of the decision method can be effectively tested.

3. Analysis on the Decision-making Problems of the Evaluation of University Teachers' Professional Titles

Through consulting relevant materials and analyzing and sorting out, it can be found that the main problems existing in the decision-making of the evaluation of university teachers' professional titles are as follows: first, the concentration of decision-making power. At present, the final decision on the evaluation of professional titles is mainly in the hands of provincial administrative departments. This kind of provincial evaluation decision-making way, the final evaluation result does not necessarily accord with the actual situation of colleges and universities, but also limits the flexibility of college personnel to a large extent. Second, the backwardness of decision-making. The survey found that the current supporting evaluation in our country still adopts the traditional evaluation and employment integrated evaluation decision-making method, which brings many problems to the management of teachers, not only limits the number of professional titles, but also makes the enthusiasm of university teachers to be discouraged. Third, the simplification of decision-making methods. Under normal circumstances, due to regional differences or the complexity of the evaluation process of professional titles, it is necessary to adopt a variety of decision-making methods comprehensively to achieve the scientific evaluation results. However, from the perspective of the existing decision-making methods of professional titles evaluation in China, the evaluation methods of professional titles in Chinese universities are relatively single and lack universal applicability. Also failed to achieve the specific analysis of the professional title review.

4. Discuss

4.1 Sorting Out Results and Analysis

Through the above analysis on the decision-making problems of the evaluation of college teachers' professional titles, we can draw a conclusion that there are many problems in the decision-making methods of the evaluation of college teachers' professional titles, which cause many disadvantages to the evaluation of college teachers' professional titles. The specific collation results are shown in table 1 and figure 1 below. The data in the chart are the results of the author's investigation and collation.

Table 1. Main problems in the evaluation and decision of university teachers' professional titles

Problem	Proportion	Impact	Score
Decision concentration	43%	52%	75
Backward decision-making mode	32%	23%	
Single decision mode	22%	25%	

*Data came from the in-depth analysis of financial data in the experiment

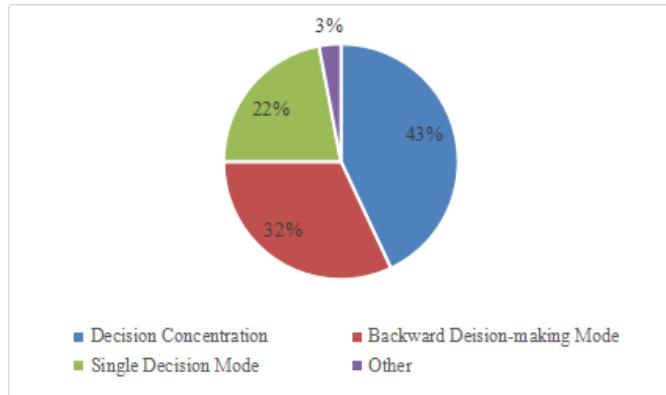


Figure 1. Proportional analysis of existing decision method problems

According to table 1 and figure 1, it can be seen that there are three main problems in the decision-making methods of the existing professional title review, and these three problems have a negative impact on the review. Among them, the problem of excessive concentration of power has the biggest impact. Under the influence of these problems, the final score of the existing decision-making methods is only 65 points, which is relatively low. This shows that the existing decision-making methods can not promote the scientific development of professional title evaluation.

4.2 Improvement of the Decision-making Method for the Evaluation of Professional Titles Institutions of Higher Learning

4.2.1. Effective integration of decision-making methods

It can be seen from the above that at present, the decision-making power of the professional title evaluation of university teachers in China is concentrated in provincial departments, and the decision-making method of provincial evaluation is generally adopted. This decision-making method makes the evaluation of professional titles too administrative, and the decision-making method of provincial evaluation can not deeply fit the actual situation of each school. Based on this problem, it is necessary to carry out effective integration of different decision-making methods, combine provincial decision-making with independent decision-making of colleges and universities, and rationally stratify and delegate the decision-making power which is too centralized. When carrying out the final decision to support the evaluation, the relevant provincial administrative departments should establish active decision-making communication with colleges and universities, so that the final evaluation results not only conform to the provisions of the national professional title evaluation system, but also conform to the actual situation of teachers' talent management and planning Institutions of higher learning, so as to realize the scientific evaluation results.

4.2.2. Transformation of traditional decision-making methods

Since the end of last century, China's evaluation decision has been using the mode of evaluation and employment as a whole, and has been used to this day. This decision-making method causes the shortage of positions and the increase of utilitarianism in the evaluation of professional titles, which greatly discourages the working enthusiasm of university teachers. In addition, the tenure system of university teachers makes many teachers content with the status quo and weakens their sense of competition. In order to realize the above problems effectively solve the need to change the traditional decision-making method, caries for separation of caries become an organic whole, and in relevant separation to teachers Institutions of higher learning on the basis of the appraisal system of post office, the assessment and competition mechanism is introduced into the title appraisal, add the teacher daily check into the final decision-making index, to ensure the quality of the cultivation of the college teachers, to ensure the effectiveness of the decision result.

5. Conclusion

Based on the semantic environment, this paper proposes the strategy to improve the decision-

making method of college professional title evaluation, which effectively makes up for the problem of power concentration, single method and backward existing decision-making method, and greatly improves the quality of the final evaluation decision. In addition, it also effectively promoted the daily management of university teachers and realized the improvement of the quality of teachers' training. However, the research in this paper also has the following shortcomings:

- (1) In this paper, the research on the decision-making method of the evaluation of professional titles Institutions of higher learning is not supported by some examples.
- (2) Due to my limited ability, the analysis of the existing decision-making methods for the review of professional titles is not comprehensive enough to find out all the problems.

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