

Research on the Construction of Professional Ethics for Young Teachers in Colleges and Universities

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Abstract: *Young college teachers are an important force in college education activities and the key to ensuring teaching quality. In the new situation, there are problems in the professional ethics of young college teachers, such as deviations in educational concepts, insufficient dedication and enterprising spirit, and a weak sense of social responsibility. These problems hinder the healthy growth and comprehensive development of young college teachers. Therefore, colleges and universities should take effective measures to strengthen the construction and education of professional ethics for young teachers based on their actual situation.*

Keywords: *young teachers; Professional ethics; measures*

1. Introduction

The important component of the professional ethics of young college teachers is the code of conduct and norms for their professional ethics. Strengthening the professional ethics construction of young teachers is a long-term and complex task, which requires continuous exploration of new ways and methods, establishment of sound rules and mechanisms, providing effective protection for the rapid growth of young college teachers into qualified college teachers, and promoting the healthy and rapid development of the college education industry.

2. The significance of the study

It has important theoretical and practical significance to systematically and deeply study the current situation of professional ethics of young college teachers in China and explore effective ways to strengthen the construction of professional ethics of young college teachers.

2.1 Theoretical significance

It is helpful for people to have a comprehensive understanding of the reality of the professional ethics of young college teachers in China. The society pays more attention to the professional ethics of young teachers in colleges and universities, so as to promote the in-depth development of the theoretical research on professional ethics of teachers in colleges and universities. The important responsibility of universities is to cultivate qualified socialist construction talents for the country. Teachers shoulder the major mission of education. Young teachers are the most active group in colleges and universities. They have active minds, strong abilities to accept new things, and are creative. In teaching, they will exert their intelligence and bring more rich knowledge and information to students by combining their professional knowledge^[1].

2.2 Practical significance

It can provide reference plans and opinions for the Party, government, universities and other party and government departments and relevant units to strengthen the professional ethics construction of young teachers in universities and promote the healthy development of the teaching staff in universities. The emergence of professional ethics problems among young college teachers has profound social and historical reasons, as well as institutional and institutional factors, as well as the impact of the actual situation of individual young college teachers. In the construction of professional ethics for young college teachers, only by clarifying the specific manifestations of these complex factors in the formation and development of professional ethics for young college teachers, accurately evaluating

their actual impact, and finding the causes of the problems of professional ethics for young college teachers can we build operational plans to strengthen the construction of professional ethics for young college teachers.

3. Problems in the Professional Ethics of Young Teachers in Colleges and Universities in China

3.1 Insufficient awareness of self regulation

In the process of school management, young teachers are not clear about their role positioning, have a fluke mentality, believe that they have more contact with students, and can impose their own values on students regardless of right or wrong. Some teachers lack enthusiasm and initiative for teaching and scientific research due to their weak professional abilities. In addition, some college teachers have ignored the construction of teacher ethics, believing that moral norms are an external force that constrains people, failing to educate and guide moral norms from the depths of their hearts, and failing to clarify their roles and responsibilities in teacher professional ethics.

3.2 There are deviations in ideological and political concepts

Young teachers in universities are an important component of the talent team in universities and play an irreplaceable role in the development process of universities. However, young teachers have been at the forefront of teaching and scientific research for a long time, and when dealing with students for a long time, it is inevitable that they will be influenced by various factors in their ideological concepts, which can easily lead to their questioning of political theories such as Marxist theory. In the new situation of accelerating knowledge updating, young teachers lack a learning attitude that keeps pace with the times and cannot grasp new knowledge and concepts in a timely manner, resulting in a lack of innovative spirit and enterprising consciousness in their work. In the current environment, there are some unhealthy tendencies in society, such as money worship, hedonism, and extreme individualism, which have had an impact on young teachers. However, some young college teachers are blind to these undesirable phenomena or have a laissez-faire attitude; I also have a partial understanding and even doubt about some of the Party's and state policies.

3.3 Insufficient dedication and enterprising spirit

Professional dedication and enterprising are the most basic requirements in the professional ethics of young college teachers, as well as the concentrated embodiment of their professional spirit. They require teachers to have a strong sense of professionalism and responsibility, be loyal to the educational cause, be proactive, and constantly improve themselves. However, some young teachers in colleges and universities do not have a correct attitude towards work, cannot take work as a part of their own lives, and are not serious and responsible enough for teaching work to muddle along. Some young college teachers do not take teaching and educating people as their lifelong mission and responsibility, and cannot attach great importance to their social and historical responsibilities from the ideological perspective. In the teaching process, it is also impossible to apply professionalism to one's own words and behaviors. Young college teachers should regard their career as their lifelong goal, and constantly improve themselves in their work. Because in this process, you will encounter many difficulties and setbacks, and many people will hold a negative attitude towards you. In this situation, some young teachers are prone to slack off and negative emotions. The phenomenon of muddling through work and muddling along occurs^[2].

3.4 Lack of rigorous academic attitude

In the process of the development of higher education, young teachers are to a certain extent the main force in promoting the development of higher education. They not only need to undertake heavy teaching tasks, but also need to undertake scientific research work. However, due to the impact of social development environment and economic conditions, some young college teachers may experience impetuous emotions and utilitarian thoughts in their work and cannot devote themselves to education and teaching work, which is also an important factor leading to the emergence of professional ethics problems for young college teachers. Due to the impact of the social environment and the limitations of their own abilities, young college teachers may apply some of their scientific research achievements to their own research work, but instead of carefully studying and analyzing them,

they simply apply these achievements to their own future work [3].

3.5 Low sense of social responsibility

To establish a good sense of social responsibility, young college teachers must always put the interests of the country and the people first. However, at present, some young teachers in universities have a weak sense of social responsibility, which deviates from the high requirements of China's education industry on teachers' professional ethics. Social responsibility is a kind of spirit and realm, which is the basic characteristic of a person's ideological and moral qualities. For teachers, professional ethics requires them to adhere to the socialist core value system and actively promote socialist ethics in the process of teaching and educating people. However, some young teachers in colleges and universities have put their own interests first, leaving them behind.

4. Measures to Strengthen the Professional Ethics Construction of Young Teachers in Colleges and Universities

4.1 Establish and improve the system of professional ethics

Currently, young teachers in universities have become an important component of the teaching staff in universities. Their professional characteristics and job requirements determine that young teachers in universities not only undertake teaching tasks, but also undertake administrative management, academic research, student education guidance, and other work. In order to further strengthen the guidance for the construction of professional ethics for young teachers in universities, it is necessary to establish and improve a system of professional ethics that is conducive to the professional characteristics and job requirements of young teachers in universities, continuously improve the ideological and moral level of young teachers in universities, and enhance their sense of responsibility and mission in education and teaching work. At the same time, severe measures should be taken to punish those teachers who engage in academic misconduct and fraud; Teachers with low moral character and misdemeanor should be dealt with seriously and cannot be accommodated.

Colleges and universities should adhere to the principle of "teacher ethics first, ability first, and practical work oriented", regard teacher ethics education and professional training as the "two cores", actively take various measures to strengthen the education and professional ethics construction of young teachers, and formulate implementation plans for teacher ethics construction with school characteristics based on the actual situation of the school. At the same time, attention should also be paid to the development and existing problems of teaching and research team building, social services, and other work, establishing and improving incentive mechanisms and evaluation mechanisms, and adhering to the focus on ability improvement to enhance the enthusiasm and initiative of young teachers to participate in school management and service activities^[4].

4.2 Strengthen the education of teachers' ethics and improve their own professional ethics cultivation concepts

The main contents of teacher's ethics education in colleges and universities include: theoretical education in teacher's ethics, learning from the Party's policies and guidelines, establishing a correct outlook on life and values, enhancing self-moral cultivation, and loving and dedicated work. Through the learning and education of these contents, teachers can further clarify the importance of teacher professional ethics construction, and can lay the ideological foundation for teacher professional ethics construction.

In universities, teachers' moral education can be carried out through specific activities. For example, broadcast the deeds of outstanding teachers at each school meeting to encourage the majority of teaching staff to learn from them. We can also organize and carry out activities such as "Model Teachers' Morality" and "exemplary individual Teachers' Morality", vigorously publicize and commend their advanced deeds, so that they can set an example for young teachers and play a leading role. It is also possible to regularly organize activities such as teacher ethics speech contests and knowledge contests to stimulate the enthusiasm of young teachers for loving their jobs and enhancing their dedication to work. Among young teachers, activities such as speech contests and essay contests can also be held with the theme of "being a role model, teaching and educating people", so that they can understand the importance of their work and the sense of responsibility and mission of teaching and

educating people. It is also possible to regularly hold youth teacher symposiums and heart-to-heart talks to help them solve practical problems. It is also possible to promote young teachers to establish correct values and outlook on life by inviting some comrades with good professional ethics to give party lectures and special lectures to young teachers.

4.3 Establish and improve incentive mechanisms to stimulate professional pride among young teachers

We should establish a scientific and reasonable evaluation mechanism, pay more attention to the long-term development of young teachers in the salary system, evaluation and other aspects.

First of all, we should pay attention to the performance assessment, according to different disciplines, professional classification assessment, and in a certain range of public assessment results.

The second is to pay attention to the combination of daily assessment and year-end assessment, taking the quality of teachers' teaching, scientific research, social services, etc. as important indicators, and paying attention to the accumulation of young teachers' work performance.

The third is to establish a complete performance salary distribution system based on the characteristics of the profession and position, adhere to the principle of distribution according to work and preferential remuneration for superior work, and ensure that the basic salary is at the forefront of the school and above the social average level.

The fourth is to develop a diversified incentive mechanism based on the characteristics of the position, emphasizing the combination of material incentives and spiritual incentives. According to the characteristics of young teachers, spiritual rewards will be given on the basis of material rewards, and support and assistance will be provided to young teachers in conducting training and further education.

4.4 Establish and improve the assessment mechanism, strengthen the assessment and supervision mechanism of teacher ethics

A sound professional ethics evaluation mechanism for young teachers in universities should be established. We should formulate a specific evaluation index system according to the actual situation of the school, adopt a combination of regular and irregular assessment, and implement the "one vote veto" system of professional ethics. Establishing and improving a mechanism for assessing the professional ethics of young college teachers is an important way to promote the overall development of young college teachers and the construction of their teaching staff. Currently, in the education system, the construction of "teacher ethics and style" is being carried out in depth, and various universities are also formulating relevant institutional measures. It is necessary to continuously improve the professional ethics level of young college teachers by establishing and improving the professional ethics evaluation system, improving the professional ethics evaluation standards, and improving the professional ethics evaluation mechanism. When formulating assessment standards, emphasis should be placed on educational and teaching work, especially the actual effects of classroom teaching; When conducting evaluation, attention should be paid to students' evaluation feedback; The assessment of young teachers should highlight teaching performance, scientific research ability, academic ethics, and other aspects; When evaluating young teachers, we should attach importance to their spiritual realm and moral cultivation; Pay attention to tracking and feedback on young teachers to understand their learning and work conditions.

4.5 Strengthen the construction of teachers' ethics and enhance the sense of responsibility and mission of young teachers

With the continuous deepening of the new curriculum reform, the overall quality of the teaching team continues to improve, and certain achievements have been made in the construction of teacher ethics, but there are also some problems. Some teachers cannot act as role models in daily teaching, treat students with disrespect, indifference, or even corporal punishment; some teachers engage in academic fraud, plagiarism, and fraud; some teachers violate professional ethics, such as paying tuition fees, corporal punishment, and disguised corporal punishment for students. These problems have seriously damaged the image of teachers' ethics, affected the improvement of teaching quality, and are not conducive to the development of higher education [5]. Therefore, colleges and universities should attach great importance to the construction of teachers' ethics, and carry out in-depth learning and super advanced activities among teachers, as well as educational activities to "cultivate teachers' ethics and

cultivate their souls". Through learning from typical figures and deeds, and carrying out various forms of professional ethics construction activities, we strive to improve the ideological and political quality and professional ethics level of teachers. To enable teachers to establish a good social image, influence and educate students with good teacher ethics and noble personality charm.

5. Conclusion

Colleges and universities should attach great importance to the construction of professional ethics for young teachers. The main purpose of strengthening the professional ethics construction of young college teachers is to enhance their educational awareness and cultivate their sense of professional identity and responsibility; The main purpose of strengthening the construction of young college teachers' professional ethics is to enhance their work enthusiasm, initiative, and creativity; The main purpose of strengthening the professional ethics construction of young teachers in colleges and universities is to cultivate their moral cultivation and form good moral quality and ideological character. In short, strengthening the professional ethics construction of young college teachers can not only promote the healthy growth and comprehensive development of young teachers themselves, but also cultivate more outstanding talents for the country

Acknowledgment

Project: 2021 Scientific Research Project of Jining Normal University, Project Name: Research on the Professional Ethics Construction of Young Teachers in Colleges and Universities - Taking Ulanqab City as an Example. Project No.: jsky2021041.

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