

College Teachers' Morality Problems and Countermeasures

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Abstract: *Strengthening professional ethics of college teachers is becoming to the key factor of improving college teachers' professional ethics and building a batch of college teachers. This paper is briefly to study some problems on college teachers' professional ethics. Firstly, it introduces the present situation and main problems of college teachers' morality construction. Secondly, it analyzes the main causes of the problems of college teachers' morality construction. Finally, it proposes some countermeasures and suggestions. In short, it will promote the construction of teachers' morality that through strengthening the construction of the system, perfecting the supervision system, and exploring the scientific method.*

Index Terms: *College teachers' morality construction, problems, causes, measures*

I. INTRODUCTION

For the past few years, with the rapid development of higher education, our country pays more attention to the construction of teaching body at colleges and universities. And our country especially strengthen and improve the construction of teachers' morality. General secretary Xi Jinping pointed out at the 2014 teacher's day forum that the teacher's professional characteristics determine the teacher must be a moral and noble group. A qualified teacher should be a moralist. A good teacher should be a model of moral cultivation[1]. To implement the important speech, Ministry of Education promulgated the "opinion on the establishing long-term mechanism of teachers' moral construction at colleges and universities". "Opinions" are put forward the six major long-term mechanism which includes education, publicity, check-ups, supervision, incentive and punishment. Higher education is the last step in education, so college teachers' virtue plays a pivotal role on undergraduate's philosophy, values and worldview.

For a long time, Chinese college teachers have made outstanding contributions for Chinese education reform and development in the aspects of teaching and scientific research. So they have a good social reputation and recognition. However, in recent years, the phenomenon of violation to teachers' morality has occurred. And it damages the college teachers' monolithic image to a certain extent. This paper discusses the situation and existing problems on the

construction of teachers' morality in our country. And it puts forward the countermeasures to deal with the problem in order to have some enlightenment on the construction of college teachers' morality in our country.

II. THE MAIN PROBLEMS

2.1. Serious Thought of Fame and Wealth

"Teacher is the breeder of young generation, the transmission of human civilization and the main implementation of education function [2]." Some teachers regard education as a means of fame and fortune. They attach great importance to personal interests far more than the pursuit of social value and educational value. In some degree this leads to the deviation from the goal of education and it has a bad influence on the educational value and quality. It can be said that serious thought of fame and wealth is the most important problem which college teachers have at present.

2.2 Less Responsibility for Education and Teaching

University teachers bear the responsibility of teaching and scientific research. In the current evaluation system of colleges and universities, the proportion of scientific research is large. And some teachers will put more effort in scientific research and then relax a little bit on teaching. The phenomenon lead to another phenomenon, which the form of teaching is rigid, and the teaching method is monotonous in class. So teachers have not pioneering and innovative spirit in teaching [3].

2.3 Weakening of Professional Ideal

"The majority of teachers should have a strong sense of professional glory, historical mission and social responsibility in order to cultivate talents, develop advanced culture and promote social progress. They should stand in the forefront of the era development, and strive to become the typical model who serves the people heart and soul [4]." Although teachers who love education and determine to teach have a certain proportion, the university teachers often take the university environment into consideration when they choose the occupation. With the increase of length of service, the proportion of environmental factors is higher. The length of service and the environmental choice present a positive correlation. In considering the environment, teachers fail to fully realize the social responsibility and historical mission. Which are the deviation of the teachers' professional ideal and the value pursuit.

2.4 Academic Moral Problems

In Chinese colleges and universities, academic ethics still faces many problems. For example, a paper was contributed to many magazines. The achievements

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in scientific research are often pirated. The wrong attitude of scientific and academic has a serious effect on teachers and students' academic quality and accomplishment.

III. THE MAIN CAUSES OF THE PROBLEMS

University teachers' morality construction is a complicated phenomenon, which contains not only a certain social nature, but also the unique characteristics of the campus and individual characteristics. The causes are the integration of multiple factors. From the macro level, the influence of social environment is the external factors. From the medium level, the defects existing in the system of colleges and universities are the external cause. From the micro level, the lack of personal accomplishment is the intrinsic factor^[5].

3.1. Social environment

(1) The change of teachers' ideas

Since the reform and opening up, people's values have begun to have a new change and gradually tend to be diversified with the development of the market economy. Especially under the influence of market economy, utilitarianism, money worship and other bad ideas began to erode people's values. "Some teachers began to observe themselves and others with new perspective of society. And some began to analyze and measure their distribution of benefits with new standard of value. They emphasized more on personal interests, thus they changed the original professional value orientation" [6].

(2) Students' employment pressure increases

Most of the college graduates choose to work after graduation, but every student is thinking about how to find a suitable job after graduation in the face of increasingly fierce market employment pressure. Therefore they began to take a variety of training classes such as English classes, small languages, computer programming language and vocational skills training. In fact, these phenomena reflect the current college educational pattern gives the college students more pressure on employment. It shows that the current curriculum is a problem.

3.2 Drawbacks of Mechanisms in Colleges and Universities

(1) Being lack of power in the operation supervision evaluation mechanism

At present, most colleges and universities have set up a leading group of teachers' moral construction. And they have enriched the content of the construction of teachers' morality. Moreover, some universities also refine the ethics behavior norms. However, most of them remain in writing and writing, and rarely implemented or achieved the actual results. There are many reasons. Firstly, the leadership is lack of power. That means the members of leadership team are leaders of college departments, and their energy mostly invested in the scientific research and academic construction. So they pay little attention to the moral construction. Secondly, the supervision and management are not enough. The construction of teachers' morality is only about education and guidance, and it has not formed a very good supervision and management mechanism. Thirdly, the evaluation system is not practical. At present, the evaluation system has not been fully established. And the Educational Management

Department tends to assess and rank the university with its academic reputation, academic status, achievements in scientific research, student, teacher resources and so on. However, moral status and moral construction have not been reflected. Finally, the rules and regulations of moral construction perform practically no function. On the one hand, it is not to be implemented. On the other hand, some of the rules and regulations are not practical. The content is vague, general and lack of reasonable and scientific. These conditions have a direct impact on the construction of teachers' morality in Colleges [7].

(2) Lionize talent and despite morality

Although the university advocates talents who have both ability and political integrity, the present education management in Colleges and universities appeared deviation on talent value judgment standard due to various reasons. For example, the tendency that university lionizes profession intelligent and educational background is more and more obvious in training men for profession. By contraries, they tend to despite political, morality and inner quality. For teachers, most universities are only concern about teachers' academic achievements and ignore the people's development and improvement in an all-round way. In the use of talent, they only emphasize the degree and diploma and only look at the business ability and level. Thus the requirements of the ideological and moral qualities are often ignored. They often give up the moral assessment and quantification. If things continue in this way, it will guide the teachers only pay attention to improve the operational level and ignore their own ideological and moral qualities [8].

(3) Being vague in the target of training direction

Students have not understood the purpose, the importance and the practicality of the courses. They just blindly finish up these courses. They can learn more when they are in a good mood. In contrast, they would like to sleep when they are in a bad mood. Therefore, it caused the tension between teachers and students. The association is an interactive process between teachers and students. Thus teachers can't give some help if students give up themselves. So on the one hand the course should be practical, and on the other hand it can make the students know the importance of learning. We hope seniors do not tell us that knowledge we learned in school is useless, and we can't use it in the work any more. Once this vicious circle is formed, the students will feel that learning is not essential.

3.3 Lag in ideology and politics

Now colleges and universities are fenceless, and kinds of social thought impact the teachers and students' thinking. This undoubtedly brings great difficulty to the ideological and political education in Colleges and universities. At the same time, along with the continuous deepening of reform and opening up, the development of colleges and universities is also advancing rapidly. Because they are facing the large-scale expansion of the various levels of college students and the complicated new contradictions and new problems, some leaders in colleges and universities and personnel who engage in ideological and political education have been very difficult to take teachers into account to carry out educational work[9]. To a certain extent, it indulges

the generation and spread of the phenomenon of morality.

The causes of problems of the construction of teachers' morality have its particularity and complexity. It is generated in the interaction of society, college, teachers and students. It is the comprehensive ingredient of historical traits, social reality and the concept of personal. Only if we make a deep analysis of the reasons, can we put forward the countermeasures to promote the effective development of teacher's morality construction.

IV. THE CONCRETE COUNTERMEASURES

From the current educational situation in our country, the feasibility of moral construction is generally carried out from three aspects. Firstly, from the social aspects, community should intensify public opinion and increase publicity to establish an example of good teacher. Secondly, as for the government, colleges and universities, they should strengthen the system construction and reform the assessment of teachers' professional titles and make the system form an incentive mechanism. We should take measures to promote the construction of teachers' morality. For example, the university can carry out the selection of excellent teachers and improve the treatment of teachers and so on. Thirdly, as for the teachers themselves, teachers should lead by example, improve their self-cultivation, and accumulate knowledge in order to do a good job of leading role in front of the students. Finally, teachers can actively guide students to study and make all efforts to improve teaching effectiveness. At the same time, they can establish a harmonious relationship between teachers and students.

4.1 Increase the Public Guidance, and Create a Rich Atmosphere of Respecting Teachers

Some news reports that few college students will give teachers a cheery greeting when they met the teacher in the elevator. The action is impolite. The cause of this phenomenon has many factors. One of the important reasons is that the university campus has not formed a good atmosphere of respecting teachers. Through the selection of recognition, typical propaganda, university should strive to create a good atmosphere of respecting teachers, promote righteousness. Let the students be grateful to the teachers, class, and campus. We should build a harmonious relationship between teachers and students.

4.2 Build a long-term mechanism for the construction of Teachers' morality

With the development of education in our country, the status of teachers is gradually improved, and the treatment has been greatly improved especially in the treatment of college teachers. However, the teachers of small-time Colleges and universities are still in the low level of treatment. The level of treatment is also reflected the attention degree on teachers' respect. Teachers' treatment closely linked to evaluation of professional titles. And the number of teachers of different levels is limited. So a considerable part of the evaluation of professional titles has many problems. Therefore, it is very necessary to reform personnel system, the pattern of evaluation of professional titles. It is also most important to establish a good relationship between teachers and students

and establish a long-term mechanism for the construction of teachers' morality^[10].

4.3 Strengthen their education is the effective way

(1) The study of the relevant policies and regulations

Teachers should study the relevant educational law, teachers' laws and related professional ethics materials seriously. And they should often assess themselves "what kind of person I am?" or "what kind of teacher should I be?" Teachers should often introspect themselves and then they can consciously put their knowledge into teaching skills in order to be a qualified and excellent teacher.

(2) To strengthen the practice of education

Expand their knowledge, improve teaching skills. Teachers should continue to reflect on how can I become a qualified teacher in the education practice. Teachers should enrich their emotional world constantly to improve their skills in practice.

(3) To establish a good relationship between teachers and students

In education practice, teachers must pay attention to the following two points in how to establish a good relationship between teachers and students in order to promote the construction of teachers' morality.

Set an example with their own conduct. Teacher's professional ethics is a kind of self-education, which is the process of self-cultivation, self-improvement and self-morality. That teachers set an example by their action is the specific performance of teachers' professional ethics. Nowadays, college students are very active and have more information. They hardly make a perfect fetish of teachers. They tend to take an inventory of their teachers. So teachers should set an example in teaching, correcting homework and other many details in order to win the love of students and establish a good relationship. Teachers should promote students' ideological and moral cultivation, expand their knowledge, improve their skills and promote the construction of teachers' morality.

Treat students equally. Everyone has self-esteem. Nowadays, College Students' self-esteem is stronger. Teachers in the process of teaching do not put superior omniscient attitude. Students also have the ability to think, and they will be questioned on what you teach. And then these can be transformed into their own knowledge. Teachers only treat students equally well in order to establish a good relationship with the students. In addition, every student has the advantages and disadvantages. Only be treated equally can teachers be respected.

4.4 Explore effective ways of teaching from the student perspective

Director of Nanjing University Student Employment and Career Guidance Center said that at this stage, enterprises hope to reserve a part of the students through the cooperation between school and enterprise. The first model is that enterprise established "business club" in the school. The school and the enterprise send a teacher separately, and conduct regular seminars and training activities. Students can contact with business directly during the school time. The second model is the enterprise opens a virtual class in the school. The enterprise recruits

instructors to some courses for students who are interested in this.

Firstly, the school opens courses for the employment of college students. College students will face the employment problem after graduation. Therefore improving their occupation ability and strengthening their comprehensive strength are conducive to solve the employment problem in the future. Secondly, the applied technology university that cultivates students' professional ability is helpful to the students to understand their own advantages. According to their own advantage, students can improve their comprehensive ability. So they can avoid the blindness in the process of learning. They also can reduce the waste of time, strengthen the purpose of learning. Finally, the ideological education is very important for students to respect each other. This is the minimum requirements as a qualified student.

V. SUMMARY

Teachers' moral construction in colleges and universities has important strategic significance in the development of our society and higher education. The good teacher's moral construction is an important guarantee for social progress and development of education. But teachers' moral construction in colleges and universities is a complicated system engineering. This needs more theoretical research and practical exploration to ascertain the teachers and students subject status in colleges and universities. Only the moral culture of awakening and identity of internal rationality is formed, can the target of the moral construction be realized.

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