

The Dilemma of Young Doctoral Teachers in Colleges and Universities

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Abstract

In the process of deepening the construction of "double first-class" and enhancing the comprehensive strength and international competitiveness of higher education in China, the problems existing in the growth process of young doctoral teachers in Colleges and universities have repeatedly become the focus of attention. In the eyes of many people, university teachers are decent professionals, do not need to sit in classes, and have winter and summer holidays. In fact, Young University doctoral teachers bear great responsibilities and pressures: they are faced with difficulties such as slow start of scientific research after new entry, difficult to do scientific research after independent work, hard assessment with similar work division, no pure academic environment, busy preparing materials for inspection at higher levels, lack of logistical guarantee for families, difficulties in Title evaluation, and lower economic income than expected. To solve these problems is related to the scientific and long-term development of colleges and universities. More scientific and flexible evaluation mechanism, management mechanism and service mechanism should be formulated to enhance the interest and enthusiasm of young doctoral teachers in teaching and research, and to promote their healthy growth together with colleges and universities.

Keywords

Young doctoral teachers in colleges and universities, teaching and research, life stress, professional title assessment.

1. Introduction

With the advancement of building world-class universities and disciplines and the growing concern of the society for the quality of personnel training, young doctoral teachers in Colleges and universities, as the main force of teachers' subject research, are facing more and more difficulties and problems in their growth process, which also directly affects the development of higher education in China. In the eyes of outsiders, university teachers are a decent and relaxed job. They are respected, stable, have winter and summer holidays, attend only a few classes a week, and their salaries are high. In fact, they are under great responsibility and pressure. According to the survey data on the income of young Ph.D. teachers in Colleges and universities on the internet, their salary and living standard are not as good as people imagine. In addition, with the reform of institutions of higher learning in China, university teachers are no longer the iron rice bowl. In the past two years, young doctoral teachers have terminated their employment contracts after they were introduced into higher learning institutions. There are more and more cases of non-renewal. This makes them nearly middle-aged. Where are they going to start a family and start a business in one place? From the school level, it is for the development of the school, but from another point of view, it really illustrates the plight of young teachers in Colleges and universities. These are just the tip of the iceberg where college teachers are facing difficulties. In fact, they are also facing great responsibilities and pressures.

2. Development of Scientific Research

Slow start-up of scientific research among young teachers in Colleges and universities is one of the important factors leading to difficulties in scientific research. First of all, scientific research needs laboratories and offices, but when many young Ph.D. graduates enter a new working environment, the laboratories are not there at all. For example, a doctor once said that he would be equipped with two rooms for his scientific research, but when he entered the hospital, he found that there were too many other teachers and students sitting in the two rooms. The main reason is that there were more and more new entrants to the college, but the office space did not increase correspondingly. Secondly, scientific research needs scientific research funds. Doctors usually have scientific research funds when they enter their posts, but scientific research funds are not sufficient at all. Generally, scientific research funds are about 100,000, but a random experimental equipment needs hundreds of thousands, or even millions, which is not enough for the construction of laboratories and the purchase of scientific research equipment. Finally, scientific research needs people. Generally, doctoral candidates can't compete for their professional titles within two years after they enter school, and they can't recruit graduate students without their professional titles. When they are able to lead graduate students, it has passed several years. In addition, some schools have limited postgraduate quotas, and new talents are introduced every year, but the corresponding postgraduate quotas have not increased, so there are more tutors and fewer students. These three aspects are the main reasons for the slow start of scientific research, coupled with the rules and regulations of mathematics schools, reimbursement process and so on, which lead to a long time to get scientific research on track, or even directly strangled in the cradle.

Slow start of scientific research will lead to slow publication of articles. Although it has been emphasized that papers are not the only ones to follow, for the moment, papers are still an important indicator of academic research and a direct evidence of whether scientific researchers have achieved results. But it takes time to set up laboratories, obtain the qualifications of postgraduate tutors, and apply for projects to obtain funds. How can doctors be expected to publish papers immediately? Secondly, during the study period, the research directions and subjects are all formulated by the tutors, and the contents are also strictly checked and guided by the teachers. To enter a new post, new subjects and independent scientific research are needed, and a lot of time and energy are needed in teaching. How can we publish articles faster? Finally, there are more and more people who read the blog at present, but the number of relevant professional journals in China is limited. It is more difficult to publish articles. If you want to publish foreign journals, you need a lot of experiments to verify. Where does the basis of repeated experiments come from? If you haven't published any gold-containing papers for several years, you are likely to face the possibility of not being renewed by the employer and lose your job. Therefore, it is very difficult for young doctoral teachers to do a good job of scientific research and teaching at the same time.

3. Professional Title Assessment

Young Ph.D. teachers generally have the title of lecturer when they enter school. Some will be treated as associate professors for three years. After three years, they will be paid salaries according to their actual titles. In both cases, they need to face the pressure of evaluating their titles, because their titles are directly related to salaries, project applications and project awards. As mentioned earlier, young Ph.D. teachers start their research slowly, and it is difficult to do research. It is several years since they apply for the project by actually publishing articles. But when they can really evaluate their professional titles, they find that it is too difficult to evaluate their professional titles. Title evaluation depends not only on project, thesis, award-winning situation, but also on personal connections. Especially now many schools have

delegated the right of Title Evaluation to the second-level colleges. Even if there are projects and papers, young teachers can not push them out. The main reason is that the leadership power of the second-level colleges is too big. In addition, as in the planned economy, the number of titles in Colleges and universities is limited, and senior titles only go up and down. Older people in many schools do not do any scientific research. They are also associate professors. How many young teachers apply for projects, send papers, and eventually compete for a quota, or even a quota is not available. Young teachers have to wait until senior professionals retire before they can get a job title. So the title depends not on how strong you are, but on how strong your opponent is. Sometimes even if you think you are strong, you will come back because of seniority and complicated interpersonal relationships. In recent years, many colleges and universities have developed a six-year non-promotion or permanent system, in which an associate professor has to leave within six years. This system has brought great pressure to young doctoral teachers, because no one can guarantee that they will produce a lot of results within six years, get the title and stay smoothly.

4. Stress of Life

According to the survey data on the income of young Ph.D. teachers in Colleges and universities on the internet, their salary and living standard are not as good as people imagine. Because of the difficulty in evaluating professional titles, many young Ph.D. teachers in Colleges and universities have been staying on the intermediate professional titles. They have lost the opportunities to guide graduate students, apply for high-level topics and participate in project evaluation. These opportunities often bring about certain economic income, which further widens the income gap. At the same time, the amount of scientific research results often affects the income of university teachers to a large extent. However, under the current scientific research system, teachers with higher professional titles and certain administrative positions are more likely to receive funding for high-level scientific research projects, while young teachers are often excluded. This is not only the need for academic accumulation and scientific research strength, but also the impact of acquaintance society in academic circles and the result of administrative power intervention. Academic monopoly aggravates not only their income level, but also their confidence and interest in academic research. College teachers work low, but now the house price is too high, the meager wages simply can not support the high house price, they can only rent a house, monthly deduction of rent and living expenses, many young teachers are moonlight clan.

In addition, people who do scientific research know that scientific research is not a nine-to-five job. If you want to apply for project funding and produce results, you have to spend a lot more time than others. During the day, you need to prepare classes, classes, write lesson plans and prepare inspection materials for leaders at all levels. Therefore, you can only rely on overtime work in the evenings, weekends, winter holidays and summer holidays to do scientific research. But then you have no time to accompany your family, no time to take care of the family, will have a sense of guilt for the family, seriously affecting family life; if you are busy with family affairs, you do not have time for scientific research, personal anxiety will be more. Many young teachers and families have their relatives to pay in silence. Five people live in a small house of tens of square meters. The children are cared for by the elderly because their parents work overtime. The pressure of life and family is more serious for young teachers. They are busy with school work during the day, go home at night to do housework, take care of their children, and have no time for scientific research. But time is passing by little, and the six-year non-ascendant days are getting closer and closer.

5. Stress of Life

Work pressure, life pressure, and the contradiction between family and career development, pressure of young teachers breathless. Especially in today's fast-growing society, young teachers are like struggling buds. In fact, in this competitive society, there are great pressures and difficulties in all walks of life, young doctoral teachers are no exception, so the pressure is inevitable, but also we must face. In my opinion, even if there are some problems that are difficult to solve, young teachers should not forget their initial intention, continue to move forward, step by step, do a good job in the present, do not let negative emotions affect their work.

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