

Research on Factors Influencing University Teachers' Career Development and Corresponding Strategies

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ABSTRACT

The transparency of career development opportunities and promotion channels, the accessibility of research support and academic exchange platforms, and the attractiveness of teachers' salaries and welfare benefits are all important factors affecting the career development of university teachers. To this end, universities should adopt transparent career development plans and promotion mechanisms to enhance teachers' confidence in career development, and increase the scientific research funding to establish the academic exchange platform to promote teachers' academic development, and improve salaries and welfare benefits to enhance teachers' career satisfaction.

KEYWORDS

University teachers; Career development; Influencing factors; Corresponding strategies

1 Introduction

University teachers are an important part of higher education, and their professional development directly affects the quality of university teaching and research, and then influences the health and continuous progress of the whole education system. This study makes a detailed analysis of the factors affecting the career development of university teachers, and proposes a series of targeted solutions to effectively promote the career development of university teachers, enhance their career satisfaction and work enthusiasm, and further promote the overall improvement of higher education quality and academic level, so as to promote the sustainable development of education.

2 Influencing Factors of Professional Development of University Teachers

2.1 Transparency of Career Development Opportunities and Promotion Channels

The transparency of career development opportunities and promotion channels is an important factor affecting the career development of university teachers. First of all, the high transparency of career development opportunities and promotion channels helps university teachers to clearly understand the conditions and processes of promotion, reduce the uncertainty and anxiety about the future career path, and thus obtain job security and psychological stability. On the contrary, the low transparency of career development opportunities and promotion channels will cause teachers' anxiety and frustration, which will affect teachers' occupational commitment and work enthusiasm.

Secondly, transparent promotion channels in universities can significantly enhance teachers'

motivation and ability in teaching and research, thus promoting their professional growth. In a fair competitive environment, teachers are more willing to actively participate in academic research and teaching innovation, so as to directly improve the education quality and academic level. On the contrary, the non-transparent promotion mechanism may make teachers feel that the promotion opportunity is unfair, and result in a decline in teachers' work motivation and even a passive situation.

Finally, a clear promotion system can stimulate the development potential of teachers, reduce internal contradictions and conflicts, and build a harmonious working environment. In addition, whether universities can improve the professional loyalty and sense of belonging of teachers also depends on the transparency of the promotion mechanism.

In conclusion, in the global and highly competitive academic environment, transparent career development and promotion channels can not only enhance the reputation of universities, but also attract and retain the best talent, so as to form a virtuous development cycle, and promote the continuous progress of universities. Therefore, ensuring the transparency of promotion channels is the key for universities to influence the career development of teachers^[1].

2.2 Accessibility of Research Support and Academic Exchange Platforms

The accessibility of research support and academic exchange platforms plays an important role in the career development of university teachers. The comprehensive scientific research support, including research funds, experimental equipment, teamwork and time guarantee, can make teachers more focused on academic research and avoid the distraction due to insufficient resources, so as to greatly promote the development of teachers in the field of scientific research and significantly improve their academic status and career satisfaction. On the contrary, lack of adequate scientific research support will limit teachers' research activities, reduce their academic achievements, and then affect their career development and promotion.

The wide accessibility of academic exchange platforms is equally important, which can provide teachers with the opportunity to know cutting-edge subject knowledge, expand research horizons and share academic achievements. Through participation in international conferences, seminars, and collaborative projects, teachers are able to connect with experts in their field and receive valuable feedback, thereby further improving their own academic standards^[2]. However, if universities lack effective academic communication channels, it will be difficult for teachers to obtain the latest academic resources, so as to seriously affect teachers' academic and professional development.

2.3 Attractiveness of Teachers' Salaries and Welfare Benefits

The adequacy of salaries and welfare benefits is very important for teachers' career development. Appropriate salaries and benefits can provide teachers with a better living and career development environment, which helps to stimulate teachers' work enthusiasm and improve their commitment, thus improving their teaching and scientific research quality^[3]. On the contrary, if the salaries and welfare benefits are low, it will lead to economic stress and dissatisfaction with the career, so as to have a negative impact on teachers' work efficiency.

It is thus clear that the attractiveness of teacher salaries and welfare benefits is the key factor affecting the career development of universities teachers. In this regard, universities should attach importance to the development of salaries and benefits policies to ensure that they are sufficient to attract and retain talent, and can promote the career satisfaction and long-term development of teachers.

3 Strategies to Promote the Career Development of University Teachers

3.1 Adopt Transparent Career Development Plans and Promotion Mechanisms to Enhance Teachers' Confidence in Career Development

First of all, universities should provide teachers with career development stages and promotion conditions, so that teachers can make career development plans according to their own career trajectories. To this end, universities can clearly divide the career progression of teachers into three stages: primary, intermediate and senior titles, and formulate specific and clear promotion standards, so that teachers can clearly understand their current career stage and future development direction through the comprehensive guidance manuals published or provided in the campus websites.

Secondly, universities should build a scientific and reasonable promotion evaluation system, which should be followed by the principles of openness, justice and fairness. In this regard, universities should set up evaluation committees composed of experts from academia and teaching fields to comprehensively evaluate the performance of teachers in teaching quality, scientific research results and social services. At the same time, universities should regularly publish evaluation standards and procedures, and summarize and give feedback on promotion activities, so that teachers can fully understand the evaluation process and results, so as to improve the transparency and credibility of the promotion process. In addition, the career development is not only a reflection of evaluation results, but also a continuous process^[4]. Therefore, universities should provide teachers with continuous guidance and support, such as conducting regular career development assessments and having face-to-face communication with teachers to understand their needs and challenges, and to help them solve problems in the career development in a timely manner.

Finally, colleges and universities should actively create a cultural atmosphere to support teachers' career development. To this end, colleges and universities can hold career development forums, teachers' salons and other activities to promote exchanges and cooperation among teachers.

3.2 Increase Research Funding and Establish Academic Exchange Platforms to Promote the Academic Development of Teachers

Universities should increase the scientific research funding for teachers, and build academic exchange platforms to promote the professional development of teachers. First of all, universities should provide sufficient research funding to support teachers to conduct academic research. To this end, universities can set up a variety of scientific research funding, such as start-up funding, to help new teachers start research, project funding and special research funding to support teachers' in-depth exploration in the specific field. At the same time, universities should assist teachers in obtaining scientific research funding from the government and enterprises, and expand the total amount of scientific research funding through multiple channels.

Secondly, universities should build an efficient scientific research management system to ensure the rational allocation and use of scientific research funding. In this regard, scientific research management departments should formulate clear guidelines and evaluation criteria for funding applications to ensure the transparency and fairness of the funding process, and especially simplify the application process and reduce the administrative intervention, so that teachers can focus on research itself. In addition, universities should regularly disclose funding information, accept public supervision, and establish a strict use and management system to ensure the correct use of funding^[5].

Finally, universities should build academic exchange platforms, such as holding seminars, forums and academic salons on a regular basis, to provide a stage for teachers to display research results and exchange ideas. At the same time, universities should also encourage teachers to actively participate in domestic and foreign conferences, so as to promote their access to the latest academic developments and expand academic networks.

3.3 Improve Salaries And Welfare Benefits to Enhance Teachers' Career Satisfaction

The promotion of salaries and welfare benefits plays a key role in the career development of university teachers. Universities need to comprehensively evaluate and adjust the salary system of teachers to ensure that the salary level is competitive and reflects the actual contribution of teachers. To this end, universities should build a salary structure that includes diversified incomes such as the basic salary, performance bonus and scientific research subsidy, so as to encourage teachers to make continuous progress in teaching, scientific research and social services.

First of all, universities should regularly adjust salaries to adapt to changes in social and economic development. Universities should take into account factors such as inflation, cost of living and market salary levels, and establish an annual or biennial salary adjustment mechanism to ensure that the real purchasing power and living standards of teachers continue to increase. At the same time, universities should pay attention to the salary level of other universities in the industry and the region to attract and retain excellent teachers.

Second, in order to promote a better work-life balance for teachers, universities should provide facilities such as lounges, gyms, psychological counseling rooms, and implement flexible work scheduling strategies such as flexible working hours and telecommuting.

Third, the management of salaries and welfare benefits should be based on the transparency and fairness. To this end, universities should clarify the distribution standards and procedures and accept the supervision of teachers. At the same time, university leaders need to understand and respond to the needs and opinions of teachers through questionnaires, symposiums and other means, so as to optimize policies in a timely manner, and especially to provide targeted support for the housing and career development needs of young teachers.

Finally, universities should create a cultural atmosphere that attaches importance to teachers' welfare. They can enhance teachers' sense of professional honor and belonging through public recognition and reward of scientific research achievements, so as to enhance teachers' career satisfaction and work enthusiasm, and promote the continuous improvement of the quality of teaching and scientific research in universities.

4 Conclusion

The career development of university teachers is a complex process involving many factors, such as the fairness of career opportunities, the allocation of scientific research resources, the extensiveness of academic exchanges, and the full protection of salaries and welfare benefits. This research analyzes these key factors in depth and reveals the many dilemmas that teachers encounter in the process of career development. In order to solve the career development dilemmas faced by teachers and promote the career development of universities teachers, this paper proposes that universities not only need to innovate the system and mechanism, but also need to create a cultural atmosphere supporting the career development of teachers. At the same time, university management should actively listen to the needs and opinions of teachers in order to build a fair, transparent and efficient management system, and create a campus culture that respects and supports teacher development. Only through the all-round support and encouragement can a

virtuous circle be formed to promote the professional development of teachers and promote the continuous progress and development of higher education. The future research and practice should continue to deepen and expand on the basis of this research, so as to contribute more wisdom and strength to the theoretical and practical innovation of university teachers' career development.

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