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### Solutions to Improve Professional Ethics of University Lecturers According to Ho Chi Minh's Thought

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#### Abstract

"For the sake of ten years, you must plant trees, for the sake of a hundred years, you must plant people". With the strategic vision of a great man, President Ho Chi Minh highly appreciated the role of teachers in the construction and development of the country. According to him, teachers have an important task of molding the national spirit, and training classes of people who are both talented and virtuous to continue and develop the revolutionary cause of our nation and people. This is a very heavy but also very glorious task for those who pursue a career in human cultivation, especially university lecturers – teachers who

train directly in building high-quality human resources to develop the country.

The research article, clarifying the basic content of Ho Chi Minh's thought on the professional ethics of teachers, points out the necessary points to apply Ho Chi Minh's thought to improve the professional ethics of university lecturers. From the current state of professional ethics of lecturers with positive points and limitations, the authors offer some solutions to help improve the professional ethics of lecturers in the current period.

**Keywords:** Ho Chi Minh's Thought, University Lecturer, Professional Ethics, President Ho Chi Minh, Vietnam

#### Introduction

President Ho Chi Minh, the great leader of the Vietnamese revolution, is also a dedicated teacher, and a great cultural figure of the nation. During his lifetime of activities to save the country and save people, he always attached importance to the cause of education for the development of the country, in which the position and role of the teacher were always placed at the center of the education system. According to Ho Chi Minh, the key issue determining the quality of education is the team of teachers and educational administrators. Because teachers have the heavy task of training cadres for the country; As "soldiers on the cultural ideological front", teachers are responsible for spreading to young generations genuine moral ideals, values systems, cultural quintessence of the nation and humanity, fostering for them noble qualities and creative capacity suitable to the development and progress of society.

Inheriting and promoting the quintessence of Ho Chi Minh's thought, our Party determined: "Education and training together with science and technology is the top national policy, the foundation and driving force for industrialization and modernization of the country". In particular, higher education is the place to provide high-quality human resources for development to develop the country and lecturers play an important role in determining the quality of trained human resources. In the current period, besides the lecturers who quietly devote themselves to the cause of human cultivation of the nation, society cannot help but wonder and worry about the phenomena of a part of lecturers corrupting morality and personality. A part of lecturers follow a money-making lifestyle, losing themselves, losing the trust of society, and making the image of the lecturer deteriorate in the eyes of students... These phenomena make society and families confused, angry, and harshly condemned, causing negative consequences that significantly affect people's trust in the country's education sector.

#### Research results:

##### 1. Ho Chi Minh's conception of teacher ethics

*According to Ho Chi Minh, professional ethics are the foundation of a teacher's personality.* Professionalethical standards of teachers are maintained in schools based on a system of norms and codes of ethics to orient, adjust perceptions, and evaluate the attitudes and behaviors of teachers according to the pedantic requirements of the teaching profession. In the teaching

profession, teachers who want to complete their tasks well must always be proficient in their profession, typical of scientific knowledge, political ideology, culture, ethics, and lifestyle. Thus, the professional ethics of teachers are not isolated but closely related to other elements of the teacher's personality, always organically linked to the pedagogical capacity and talent of teachers.

*In Ho Chi Minh's view, the teacher must love the profession and must be a typical example of personality, morality, and lifestyle.*

The teaching profession takes people as objects to influence, transform, and develop learners' perceptions, thoughts, and emotions. The cultural values of humanity through the hands of teachers are crystallized and passed on to the next generations to train people with qualities and capacity to serve the development of society. The fruit of pedagogical labor is the training of new people with complete personalities. Achieving that goal, the role of teachers is very important, they are both designers and constructors in the teaching process. Their ethics are living examples for learners to follow. President Ho Chi Minh said: "Teaching children, telling them is only one part, the main thing is to show them, so practical examples are very important. If you want to teach children to be good people, you must first be good people."<sup>1</sup>

Teaching activities are conducted in many methods, including a very special method of taking personality to affect personality, using the personality of the teacher to sensitize students. Therefore, teachers must be role models, always setting an example of ethics so that the good values of teachers are multiplied to become popular among learners. Their ethics are associated with the characteristics of a pedantic, highly standardized teaching profession that teaches people, literacy and vocational training. In President Ho Chi Minh's conception, teachers must love people, professions, schools..., this has a direct impact on the quality of education and training. He said: "Teachers as well as students, staff and staff must honestly love their profession." Loving the profession and loving people is the basis for teachers and girls to feel secure in their work, passionate, wholehearted, wholehearted with work; know how to rise, improve capacity, meet professional requirements; Improve their sense of responsibility, love students as their children and younger siblings, without bias or favoritism. The quality and capacity of the teacher determine the quality of human training.

President Ho Chi Minh placed the teacher in a noble position but also demanded a heavy responsibility from the teacher. To carry out his important task, first of all, "you must be worthy to be a teacher, you must be chosen carefully because not everyone can be a teacher". Teachers are the ones who enlighten wisdom, expand knowledge, and light the soul fire for learners. He said: "The brains of young people are as clean as a white silk, dyed blue it will be blue, dyed red it will be red, so learning in school has a great influence on the future of the youth and the future of the youth is the future of the country."<sup>2</sup>"Good teachers influence

good, bad teachers influence badly."<sup>3</sup> Therefore, he demanded, "teachers and teachers must become good examples, role models for children to follow", "must be models in all aspects, thoughts, ethics, ways of working".<sup>4</sup> To deserve the title of "soul engineer", "soldier on the cultural ideological front", each teacher must constantly study and cultivate professional expertise and revolutionary moral qualities. Particularly in the education of students, Ho Chi Minh always pays attention to moral education methods. A good example of a teacher has a great influence on a whole class of people, whereas a bad habit, an unstandard behavior of the teacher can lose the trust of an entire generation.

*According to Ho Chi Minh, teachers' professional ethics are also reflected in their deep pedagogical belief, respect, love, compassion, generosity, and tolerance of learners.* Teachers know how to be happy with the joy and achievement of learners, but also sad with the sadness and failure of learners. When learners improve, teachers feel excited, but when learners do wrong, teachers must also see in it their faults, not rush to blame learners, but first of all, they must have torment. This is the motivation for teachers to rise to the heights of knowledge, and pedagogy and cultivate professional ethics. Consider the cause of cultivating people in which they are entitled to participate as a sacred obligation, a source of life, and a source of happiness for teachers.

In his speech at Hanoi Pedagogical University (10/1964), hand e said: "What is more glorious than the profession of training future generations to actively contribute to building socialism and communism? The good teacher, the teacher who deserves to be the most glorious, even if his name is not published in the newspaper, is not awarded a medal. But good teachers are unsung heroes. This is a very glorious thing, without teachers to teach people's children, how can we build socialism? So the profession of a teacher is very important, very glorious. Anyone who has a wrong opinion about the profession of a teacher must correct it."<sup>5</sup>

*In addition, according to President Ho Chi Minh, teachers must have a spirit of solidarity and democracy in schools.*

In the pedagogical environment, solidarity will create a fun and comfortable atmosphere, stimulate exploration and creativity in teaching and research, and promote individual abilities and collective strength. He affirmed the importance of solidarity "unity, solidarity, great solidarity. Success, success, great success"<sup>6</sup> and always reminded the teachers in the school: "First of all, we must unite. Real solidarity between teacher and teacher, between teacher and student, between student and student, between cadre and worker. The whole school has to be united as a whole, it has to be a

<sup>1</sup> Ho Chi Minh (2000), *Complete works of Ho Chi Minh*, volume 7, National Political Publishing House, Hanoi, pp.77 - 78.

<sup>2</sup> Ho Chi Minh (2000), *Complete works of Ho Chi Minh*, volume 5, National Political Publishing House, Hanoi, p.102

<sup>3</sup> Ho Chi Minh (2000), *Complete works of Ho Chi Minh*, volume 9, National Political Publishing House, Hanoi, p.492

<sup>4</sup> Ho Chi Minh (2000), *Complete works of Ho Chi Minh*, volume 9, National Political Publishing House, Hanoi, p.222

<sup>5</sup> Ho Chi Minh (2000), *Complete works of Ho Chi Minh*, volume 11, National Political Publishing House, Hanoi, p.333

<sup>6</sup> Ho Chi Minh (2000), *Complete works of Ho Chi Minh*, volume 10, National Political Publishing House, Hanoi, p.350

hundred percent solidarity, not just verbal solidarity."<sup>7</sup> Building a strong solidarity is a fundamental factor determining the success of the educational mission in schools. To do that, each teacher himself must have a spirit of solidarity, and discipline and promote high democracy. Therefore, he always emphasizes the education of solidarity among teachers and considers this an important moral quality of teachers. To ensure the spirit of solidarity, he has a very resolute attitude to individualism, considering it as a poisonous germ that produces hundreds of dangerous and evil diseases such as bureaucracy, factionalism, embezzlement, waste, profiteering, egotism... According to him, to fight individualism in education, teachers must be "intellectuals of the working class, wholeheartedly serving the peasants", doing everything must think of the common good first, and the personal benefit later.

In addition, it is necessary to promote the spirit of democracy in schools, with comrades and colleagues needing to boldly criticize and honestly criticize. Each teacher must evaluate himself to see that he has strengths and limitations, thereby adjusting himself first. Self-criticism is a regular daily task and must come from a desire to unite. Self-criticism and criticism are, to be honest, honest, not to cover up shortcomings, not to take advantage of the principle of self-criticism and criticism to attack and attack each other. We must not avoid, respect, and be peaceful, but must recognize and evaluate others objectively and fairly. Self-criticism and criticism must be skillful and subtle, there must be comradeship and collegueship. Self-criticism and criticism must be constructive so that the collective is more united and developed. To learners, he said: "There should be democracy in schools. For all issues that teachers and students discuss together, anyone who has a problem is honest to speak. What is not clear, ask, and discuss it. Democracy but you have to respect me, you have to be respectful, not mullet with your head."<sup>8</sup> This is the good relationship of teachers and students in a democratic society, it is the inheritance of the moral values of respecting the religion of our nation.

## 2. Solutions to improve the professional ethics of lecturers according to Ho Chi Minh's thought

### 2.1 Improving professional ethics of lecturers according to Ho Chi Minh thought

Vietnam is now in a period when the socio-political-economic situation has many fluctuations. In addition to the positive impacts of the market economy, the process of economic opening, strengthening diplomacy, and promoting cultural exchanges are complex and unpredictable consequences, significantly affecting social life, including the life and quality of lecturers.

In fact, besides lecturers who are dedicated and devoted to the cause of education, there is still a small part of lecturers who show irresponsibility, violate ethics and lifestyle, and negatively affect the reputation of lecturers in society.

The teaching profession is a special labor profession, which requires a lot of time and effort but is not a high-income profession. In a market economy, remuneration for trades is

calculated according to the waste of labor and work efficiency. Between professions, there is competition in attracting human resources. Professions with higher incomes will attract more qualified human resources. In recent years, although the education sector has been paid attention to by the Party and State, the life of lecturers is still very difficult. Due to the negative side of the market mechanism with negative factors has penetrated, affecting the perception of a part of lecturers, forming in them an indifferent and pragmatic lifestyle; Many lecturers have been unable to resist the temptation of material things and the attraction of money, leading to "deviant" behaviors, even serious violations of teacher ethics such as running school, running grades, receiving envelopes..., even hitting students, addicted to drugs, has a perverted lifestyle... In professional work, it is not really fair and has not properly assessed the learning results of students; there are cases where they have not actively learned, researched, and discovered new things; There are also negative manifestations and achievement diseases in education, reducing the prestige and trust of students and parents in the teaching staff. Although the above phenomena are not many, they have had a significant impact on social life and partly lost the image of a noble profession honored by society, affecting genuine lecturers, and the tradition of "respecting the religion" of the nation.

In addition, due to unstable political and ideological bravery, many lecturers lack orientation and control, some lecturers who have studied and researched for many years abroad return home to work but lack a grasp and update the socioeconomic situation, and have not been able to adapt to the still difficult working conditions in the country,... has led to a situation where a part of lecturers has developed a mentality of discouragement, discouragement, pessimism, loss of confidence in the leadership of the Party and the State. The recent cases of anti-state propaganda charges in which the accused were lecturers or students of universities and colleges are an alarming bell for the deterioration of ideology and lack of political stance in a section of lecturers today. In addition, in recent times, the phenomenon of deterioration of political ideology in a section of lecturers, especially serious wrongdoings of some senior staff, has become a painful problem that greatly affects, the psychology and political bravery of lecturers.

Although these phenomena are just "pot worms", it is easy to create anger and repulsion in society. These facts, if not thoroughly and objectively recognized, will lead to an assessment of the current teaching profession and teaching staff.

For teachers and professional ethics to be honored, it is necessary to foster professional ethics for each teacher. In various ways, it is necessary to strengthen professional ethics education with the current teaching staff. Linking this activity with movements and campaigns in the education sector and "Learning and following Ho Chi Minh thought, ethics and style", aiming at "Building a people's, national, advanced, modern, socialist education, taking Marxism-Leninism and Ho Chi Minh thought as the foundation". The fostering of professional ethics for each lecturer should be carried out regularly, long-term and substantially to build an exemplary teacher image and set a good example for students to follow.

**First of all**, it is necessary to improve the political qualities of the teaching staff. In the current period, sabotage activities of hostile forces take place strongly with many

<sup>7</sup> Ho Chi Minh (2000), *Complete works of Ho Chi Minh*, volume 11, National Political Publishing House, Hanoi, p.333

<sup>8</sup> Ho Chi Minh (2000), *Complete works of Ho Chi Minh*, volume 7, National Political Publishing House, Hanoi, p.456

sophisticated forms and tricks through non-traditional information channels, especially social networks. Therefore, attaching importance to political and ideological education, constantly improving the level of political theory for university lecturers in the current period is a very urgent requirement.

**Second**, it is necessary to foster the love of the profession for the teaching staff. Especially, promoting learning and following Ho Chi Minh's ethical example according to Directive No. 05-CT/TW of the XII Politburo; Directive No. 27/CT-TTg of the Prime Minister, focusing on building a pedagogical environment to create values of truthfulness, goodness, and beauty; help teachers more love, attachment, wholeheartedly devoted to the profession, interested in teaching, create close feelings, arouse the creative labor ability of teachers and students, contribute to improving the quality of teaching and learning.

**Third**, fostering proper teacher lifestyle and behavior has become an urgent need in every school and the whole education sector. One of the tasks that need to be focused by educational institutions at this time is to strictly implement Directive No. 505/CT-BGDĐT dated 20/02/2017 of the Ministry of Education and Training on strengthening safety solutions in educational institutions, strengthening fostering, raising the sense of responsibility, professional ethics of teachers and educational administrators; continue to strictly implement Directive No. 8077/2007/CT-BGDĐT of the Ministry of Education and Training on focusing on examining and correcting violations of teachers' ethics; promote propaganda and education for teachers to be deeply aware of the position of the educational profession in society; on the need to foster and improve the quality of professional ethics of teachers in order to build the ethics of teachers who truly love the profession, love people, wholeheartedly care for and educate students, improve attitudes and responsibilities in teaching; regularly foster, research and learn from colleagues to improve professional qualifications and working capacity; always have the spirit of passion, creativity, diligence, hard work, active study and research to devote strength and wisdom to each lecture and lecture; Overcome all difficulties in life to complete the task well.

To be worthy of the glorious and noble mission in the cause of human cultivation, worthy of the honor and trust of society, each lecturer himself must always have a proper and profound awareness of the position of the pedagogical profession and their noble responsibility in society. Actively cultivate and train moral qualities, manners, and lifestyles so that each teacher is a good example of personality and morality for students to follow. Because, the honor and respect for teachers are not only in profound knowledge or pedagogical talent but most importantly in the pedagogy of moral qualities, love of the profession, love of games, and exemplary lifestyle, in the noble and pure value of the teacher's personality. This training and striving is regular, and continuous: "Revolutionary morality is not heaven falling. It is due to daily struggle, and endurance training that develops and strengthens. Just as the brighter the jade, the clearer the gold"<sup>9</sup>.

## 2.2 Some specific solutions

Resolution 29 NQ/TW dated 4-11-2013 on fundamental and comprehensive reform of education and training also pointed out that one of the shortcomings of Vietnam's education system today is "The inadequate quality of teachers and educational administrators, number and structure; a department that has not kept up with the requirements of educational innovation and development lacks enthusiasm, even violates professional ethics." The Resolution of the XI National Party Congress also affirmed: "Fundamental and comprehensive reform of Vietnamese education towards standardization, modernization, socialization, democratization, and international integration, in which, renovation of educational management mechanism, development of teachers and educational administrators is the key stage". Accordingly, to improve professional ethics for lecturers in the current period, the author proposes the following solutions:

\* *On the School side:*

- Schools need to thoroughly and strictly implement Directive No. 505/CT-BGDĐT dated 20/02/2017 of the Ministry of Education and Training on strengthening safety solutions in educational institutions, strengthening fostering, raising the sense of responsibility and professional ethics of teachers, educational administrators; Directive No. 8077/2007/CT-BGDĐT of the Ministry of Education and Training on focusing on examining and correcting violations of teachers' ethics... Especially, promoting learning and following Ho Chi Minh's ethical example according to Directive No. 05-CT/TW of the XII Politburo.
- Based on the regulations of the Ministry of Education and Training on teacher ethics, schools need to study, concretize, review, and supplement the professional ethics criteria of lecturers to suit the conditions of the school. Accordingly, lecturers must be dedicated to the profession, have a sense of preserving professional honor and conscience; have the spirit of solidarity, and love, and help colleagues in life and work. Every year, the university should also re-communicate its rules of teacher ethics and allow teachers to sign a commitment to improve accountability and deterrence.
- Organize talks and exchanges with experts on teacher ethics, so that lecturers can instill professional standards and strengthen trust in the profession. Promote the organization of many practical movements and activities to raise theoretical, political, and professional ethical awareness for lecturers. Such as organizing competitions to learn about Marxism-Leninism, and Ho Chi Minh Thought for staff and lecturers to create a very useful playground for lecturers, not only as an emulation movement but also contributing to raising awareness of political theory for participants...
- The university should also take care of material life, especially to improve the income of lecturers in the current economic conditions such as: in addition to increasing salaries for lecturers in general, the university needs to support additional allowances, incentives, overtime lecturers, for faculty. That view contributes to limiting the negatives caused by a difficult life, creating conditions for lecturers to dedicate themselves to the profession.

<sup>9</sup> Ho Chi Minh (2000), *Complete works of Ho Chi Minh*, volume 11, National Political Publishing House, Hanoi, p.612.

- Schools should build a healthy cultural environment, and respectfully promote knowledge at the workplace so that lecturers can cultivate ethics, and professional ideals, and raise a sense of professional responsibility. The university should develop and train lecturers on how to identify and prevent situations and risks that may lead to ethical violations; support psychological counseling for lecturers and learners when situations occur; strengthen inspection and background inspection, and school discipline; strictly handle lecturers who violate ethics, acts of physical and mental abuse against students...

\* *On the faculty side:*

- Each teacher should be properly and fully aware of the role of political theory knowledge in the requirements and overall development of the teacher. Each lecturer must regularly foster communist ideals, have solid political bravery, trust, and absolute loyalty to the cause of the Socialist revolution, the Party's platform and lines, the State's legal policies, and persevere in the goal of national independence associated with Socialism. Regularly grasp the economic, political, and social situation of the country from the mainstream mass media; recognize and consciously fight against false statements, and distortions of the Party and State's guidelines and policies.
- Lecturers must be aware of professional values as well as professional self-esteem to constantly strive and improve themselves. Each teacher must always improve and improve his or her qualities and capabilities, which is both a personal requirement of each teacher and a requirement set by the whole society. Teachers must also always: "Say no to violations of teacher ethics", "Every teacher is an example of self-study and self-training" or "Say no to negativity and achievement disease in education", so that there are no more sad stories about the degradation of teacher ethics or acts that seriously hurt the tradition of "respecting the religion" has become into a good tradition for a long time.

### Conclusion

The cause of human cultivation - education and training is clearly defined as the common cause of the Party, the State, and the whole society, but the person who directly performs the task is the teacher. According to President Ho Chi Minh, the key issue determining the quality of education is the team of teachers and educational administrators.

In the university lecture hall, lecturers carry on themselves the heavy task of training cadres for the country; As a "soldier on the cultural ideological front", the lecturer is responsible for instilling in the young generation genuine moral ideals, a system of values and cultural quintessence of the nation and humanity, fostering for them noble qualities and creative capacity suitable to the development and progress of society.

President Ho Chi Minh emphasized: "The task of education is very important and glorious, without teachers, there is no education... Without education, without cadres, there is no

economic and cultural development."<sup>10</sup> Teachers and teachers are the ones who guide and lead the young generation step by step to grasp the truth of the times, so all materials and textbooks, no matter how good they are, without a teacher, will not be fully effective for the young generation. The teacher is the decisive factor to the quality of education, the product of teaching is the future of the nation. Therefore, each lecturer needs to fully comprehend the precious teachings and views of President Ho Chi Minh on education, and the role and responsibility of teachers to the Fatherland and the people.

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<sup>10</sup> Ho Chi Minh (2000), *Complete works of Ho Chi Minh*, volume 8, National Political Publishing House, Hanoi, p.184.