

Research on the practical paths of empowering university talent work with the spirit of educators

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Abstract

The Spirit of Educators serves as an important value guide for the construction of talent teams in universities in the new era, and also carries profound practical significance for the institutional reform of university talent work. Based on a systematic review of existing studies on the Spirit of Educators and university talent work, this paper constructs a theoretical analysis model for empowering university talent work with the Spirit of Educators under the three-dimensional analytical framework of functional orientation, goal system and operation mechanism. The research finds that the integration of the Spirit of Educators into university talent work can be advanced from four dimensions: top-level design, evaluation reform, digital empowerment and ecosystem construction, forming a logical closed loop evolving from value advocacy to institutional integration and ultimately to cultural consciousness.

Keywords: The Spirit of Educators; University Talent Work; Three-dimensional Analytical Framework; Practical Paths

1. Introduction

The core goal of building an education powerhouse lies in coordinating the development of education, science and technology, and talent resources. The intersection of these three fields calls for further optimization of university talent work. From the theoretical perspective, existing studies mainly focus on the background, connotation and development of university talent work itself. In practice, current university talent work is plagued by an instrumental rationality tendency that prioritizes scientific research over education and emphasizes talent recruitment over talent cultivation. Both theoretical research and practical operation lack guidance from value concepts. Against this backdrop, the proposition of the Spirit of Educators provides a new analytical perspective and research paradigm for interpreting the connotation and extension of university talent work in the new era.

Upholding the Spirit of Educators ought to become a shared value pursuit in talent team construction. Nevertheless, this spirit has not yet been systematically integrated into the core institutional links of universities including talent introduction, cultivation, evaluation and incentive. Translating the Spirit of Educators from conceptual advocacy into institutional implementation has become a critical challenge for university personnel and talent management. Previous studies either explore the connotation of the Spirit of Educators and the construction of teachers' professional capabilities, or discuss its leading role in driving logic and operational mechanism. Few scholars have established an integrated three-dimensional analytical framework that links spirit, institution and practice. This study constructs a three-dimensional framework of functional orientation, goal system and operation mechanism to systematically elaborate the practical paths of empowering university talent work with the Spirit of Educators, so as to offer a feasible analytical perspective for the reform of university personnel systems in the new era.

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2. Literature Review and Theoretical Analysis Framework

2.1. Literature Review

The Spirit of Educators is not a simple reiteration of teachers' professional ethics, but a systematic, integrated and leading value system. Its core connotation covers lofty ideals and beliefs, moral integrity, educational wisdom, diligent dedication, benevolent heart and the pursuit of upholding morality and truth. It embodies the unity of individual development and overall interests, self-cultivation and student education, as well as practical scholarship and innovative thinking, and delivers multiple empowering logics for university talent work.

In terms of value orientation, the Spirit of Educators sets the policy direction and spiritual benchmark for the construction of university talent teams. It redirects university talent work from general industrial standards back to the fundamental essence of fostering virtue and cultivating people. In terms of driving mechanism, this spirit effectively guides university teachers to return to the fundamental mission of education. It helps teachers redefine their professional identity as "educators", strengthens their internal sense of responsibility, improves the quality of talent training to the greatest extent, and stimulates the vitality of scientific research and innovation. In terms of institutional guarantee, the Opinions on Promoting the Spirit of Educators and Building a High-Quality and Professional Teaching Force for the New Era issued in 2024 has formally established the Spirit of Educators as a top-level norm for the construction of teaching teams, providing solid institutional support for university talent recruitment, comprehensive evaluation and teacher development. Existing literature has preliminarily outlined the practical landscape of empowering university talent work with the Spirit of Educators from the dimensions of institutional construction, cultural cultivation, group development and technological empowerment. To sum up, the mutual construction between the Spirit of Educators and university talent work follows the internal logic of triple construction: value shaping, behavioral transformation and institutional improvement.

Current studies on the Spirit of Educators and university talent team construction are mainly divided into four categories:

- First, institutional construction. Relevant research explores the governance efficiency and media influence brought by policies designed based on the Spirit of Educators. At the institutional level, scholars propose building a three-in-one collaborative mechanism of spiritual cultivation, capacity co-development and institutional incentive, to integrate the Spirit of Educators into the whole process of university talent recruitment, assessment and promotion. In terms of evaluation systems, researchers advocate taking teachers' ethics and conduct as the primary evaluation criterion to overcome the problematic tendency of the "Five Overemphases", and establish a composite evaluation system covering professional aspiration, moral education performance and academic contributions. In terms of value transformation, special support programs for "educator-type teachers" have been launched, linking the guidance of the Spirit of Educators with effective incentives through post appointment, project funding and honor recognition.
- Second, cultural cultivation. Research in this field focuses on fostering a cultural environment conducive to the inheritance of the Spirit of Educators. In terms of organizational culture, universities should adopt flexible mechanisms such as selecting role models, holding ceremonial activities and building academic communities to create a campus culture that respects teachers, values education and encourages dedication to teaching. From the perspective of media communication, studies based on new media analysis indicate that university teachers currently tend to prioritize scientific research over teaching. It is urgent to take the Spirit of Educators as the guide to clarify the goal of university talent team construction: teachers should excel in both teaching and scientific research.
- Third, group development. Relevant studies explore targeted strategies for different groups of teachers under the guidance of the Spirit of Educators. For young university teachers, mentorship programs, teaching salons and academic support should be adopted to help them internalize the Spirit of Educators in career development and clarify their growth paths. For ideological and political theory teachers, the Spirit of Educators should empower their political awareness, personal cultivation and educational competence in an all-round way. For dual-qualified teachers, this spirit shall be integrated into social practice and curriculum development to realize the integrated improvement of professional ethics and vocational skills.
- Fourth, technological empowerment. Studies discuss opportunities and challenges brought by the digital and intelligent era to the inheritance of the Spirit of Educators. While technological rationality may weaken emotional bonds and value recognition among university teachers, digital technologies, virtual teaching communities and AI-assisted training can visualize, perceptualize and operationalize the Spirit of Educators. A

three-in-one digital empowerment system integrating value guidance, technical support and practical transformation can be constructed to better carry forward the Spirit of Educators in the digital age.

Despite fruitful achievements in existing research, limitations still remain: First, most studies focus on individual teacher groups or single dimensions, lacking systematic analysis of the overall university talent work. Second, insufficient attention has been paid to intermediate mechanisms of empowerment such as psychological contract, organizational identification and professional mission, leading to limited theoretical explanatory power. Third, empirical research is relatively scarce, especially investigations and comparative case studies for causal inference.

2.2. Construction of the Three-Dimensional Analysis Framework

Based on the above review, this paper constructs an X-Y-Z three-dimensional analysis framework with the Spirit of Educators as the core value, forming a multi-dimensional theoretical model for empowering university talent work.

- X Dimension: Functional Orientation, including three sub-functions: Spiritual Guidance Function (value internalization), Talent Development Function (career support), and Institution-Driven Function (standard embedding).
- Y Dimension: Goal System, consisting of three levels: Core Goal (internalization of ideals and beliefs), Intermediate Goal (improvement of professional ethics), and Extended Goal (cultivation of humanistic literacy).
- Z Dimension: Operation Mechanism, covering three mechanisms: Spiritual Transmission Mechanism (model publicity), Institution Embedding Mechanism (assessment indicators), and Collaborative Governance Mechanism (multi-departmental linkage).

This framework highlights that empowering university talent work with the Spirit of Educators is not a one-way value input. Instead, the interaction among functional orientation, goal system and operation mechanism realizes the transformation from external institutional constraints to internal conscious practice.

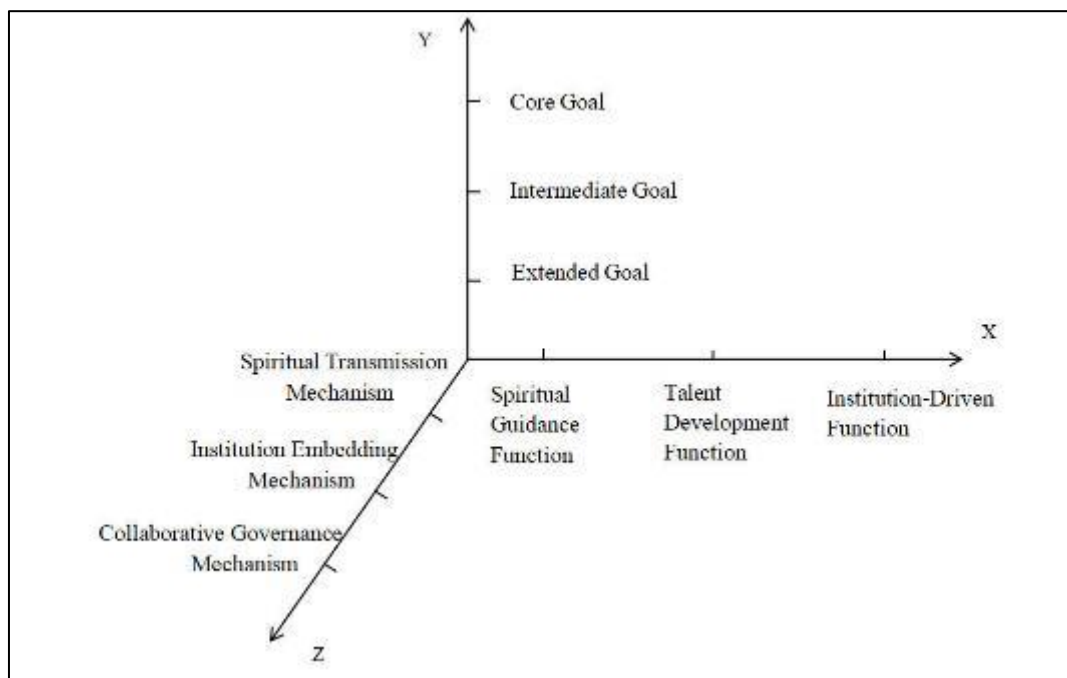


Figure 1 Three-Dimensional Analysis Framework for Empowering University Talent Work with the Spirit of Educators

3. Practical Paths for Empowering University Talent Work with the Spirit of Educators

Combining literature review and the three-dimensional analysis framework, this paper proposes four major paths to integrate the Spirit of Educators into university talent work: top-level design, evaluation reform, digital and intelligent empowerment, and ecosystem construction.

3.1. Top-Level Design: Strengthen Institutional Supply and Improve the Talent Development System

Universities shall establish a sound honor system for teachers centered on the Spirit of Educators to enhance teachers' sense of belonging and fulfillment. Innovative publicity and education methods should be adopted to make the Spirit of Educators tangible and perceptible. Supported by institutional improvement, universities shall promote systematic reform of talent development mechanisms and build a full-cycle institutional closed loop covering talent recruitment, cultivation, utilization and retention.

Specific measures include setting strict access criteria to guarantee the quality of newly recruited talents, improving hierarchical and categorized support systems to strengthen whole-process talent cultivation, innovating diversified evaluation mechanisms to fully stimulate talents' creativity, and optimizing the service guarantee system. By breaking down institutional barriers, universities can form a coordinated talent work system with interconnected mechanisms, laying a solid institutional foundation for the high-quality development of various undertakings.

3.2. Evaluation Reform: Optimize Evaluation Mechanisms and Boost Talent Development Momentum

Teachers' ethics and conduct shall be taken as the primary criterion for talent evaluation, and a regular warning and education mechanism shall be established. A dual-driven mechanism of ideological guidance and humanistic care should be implemented, including regular opinion collection, problem solving, thematic forums and in-depth interviews on teachers' ideological and political work.

The Spirit of Educators shall be embedded into the teacher evaluation indicator system. Greater weight shall be given to educational performance, teachers' ethics and social service in professional title evaluation, post appointment and award selection, so as to realize the organic combination of quantitative and qualitative evaluation. Guided by the Spirit of Educators, universities can build platforms such as teachers' ethics workshops to bridge theory and practice, and promote the in-depth integration of ideological and political education and professional education.

3.3. Digital and Intelligent Empowerment: Apply Digital Technologies to Innovate the Inheritance Model of the Spirit of Educators

Digital construction shall be regarded as a key initiative for teachers' lifelong career development. Universities shall fully carry out digital literacy training for all faculty members. With big data, virtual reality (VR), artificial intelligence (AI) and other digital technologies, a digital resource repository for the Spirit of Educators can be built.

VR technology can reproduce real educational scenarios of distinguished educators to bring teachers immersive learning experiences. AI technology can analyze teachers' behavioral characteristics in classroom teaching and student tutoring, and provide personalized suggestions for professional growth. In this way, digital technologies innovate the ways to inherit and carry forward the Spirit of Educators.

3.4. Ecosystem Construction: Mobilize Multiple Stakeholders to Build a Comprehensive Talent Development Ecosystem

Universities shall fully implement the Spirit of Educators Cultivation Project and integrate the inheritance of this spirit into the whole process of talent team construction. A regular learning and education mechanism and a long-term mechanism for teachers' ethics construction shall be improved, together with a comprehensive honor system for faculty members. These efforts guide teachers to strive to become the "Four Haves" good teachers and foster a campus atmosphere that respects teachers, values education and advocates moral integrity.

The talent service guarantee system needs to be further optimized. All relevant departments shall cooperate closely to provide all-round support in career development, daily life and humanistic care, so as to improve talents' sense of gain, happiness and security. Universities shall also strengthen the construction of academic communities and innovative culture, encourage exploration and embrace failure tolerance. A favorable institutional and cultural environment for academic research and innovation will make universities an attractive highland for talent development with strong cohesion.

4. Conclusion

Starting from the core value of the Spirit of Educators, this paper reviews existing research and constructs a three-dimensional analysis framework of functional orientation, goal system and operation mechanism. On this basis, four innovative practical paths including top-level design, evaluation reform, digital empowerment and ecosystem construction are put forward. This study concludes that the essence of empowering university talent work with the

Spirit of Educators lies in a progressive upgrade from value advocacy to institutional integration, and finally to cultural consciousness.

In the future, university talent management departments shall collaborate with faculty affairs offices, academic affairs offices, research divisions and other departments to formulate detailed plans for integrating the Spirit of Educators into talent work. Cross-university comparative research is suggested to continuously optimize the above practical paths. Efforts should be made to build a high-quality and professional teaching team with noble ethics, proficient expertise, rational structure and vigorous vitality, so as to consolidate the talent foundation for building an education powerhouse.

Compliance with ethical standards

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