

University Inspection in Promoting “Microcorruption” Governance Practice and Strategy

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Abstract: Colleges and universities are a part of the society, there are still soil for the breeding and spreading of hidden corruption in the management mechanism and physique, and the problem of “microcorruption” appears in different degrees, which affects the political style, school spirit and teachers’ ethics in colleges and universities to different degrees, and also damage the interests of teachers and students. The inspection of colleges and universities is an important starting point to promote the comprehensive strict governance of schools and open up the supervision of the “last mile”, which is of great significance for the governance of “microcorruption” in colleges and universities. Based on the practice of inspection work in colleges and universities, this paper discusses the causes of “microcorruption” in colleges and universities, and refines the targeted strategies to strengthen the response and governance of “microcorruption” in college and university inspection work: Improve political standing, strengthen ideological understanding, improve working methods, strengthen the construction of inspection forces, and do a good job of external aid and internal strict work, so as to provide references for other universities to control “microcorruption” through inspection work.

Keywords: Universities; Microcorruption; Governance; Practical strategy

With the in-depth promotion of comprehensive and strict measures, the anti-corruption work in colleges and universities has made remarkable achievements, and the serious violations of discipline and law in second-level units in colleges and universities have been effectively managed, but the phenomenon of “microcorruption” still exists a tendency to occur easily and frequently. These “microcorruption” cases, although the harm of a single case is not great, but because of the characteristics of multiple, coupled with the related matters are often closely related to the interests of the faculty and staff, will directly affect the relationship between the faculty and the community, affect the unity of the faculty and the community, and ultimately affect the healthy development of the college. College inspection is an important starting point to promote the school to comprehensively tighten and open up the supervision of the “last mile”, and has great significance for the governance of “microcorruption” in colleges and universities.

1. Characteristics and causes of microcorruption in colleges and universities

As the name suggests, “microcorruption” in colleges and universities is a phenomenon that occurs in the implementation of higher education schools. The characteristics of “microcorruption” in colleges and universities are: various forms, large number of participating groups and wide range of involvement. This paper mainly analyzes the causes from three aspects: first, the imperfect system and the need to improve the implementation of the system; Second, the long-formed human atmosphere; Third, ideals and beliefs are not firm. The main harms are: short-term impact on the image of teachers teaching and educating people and the formation of national pillars of value; In the long run, it will endanger social fairness and justice, and may affect the consolidation and development of socialism, the stability and improvement of the ruling status.

2. The current inspection of the management of “microcorruption” facing the dilemma

2.1 There are deviations in the understanding of some cadres

A small number of leading cadres lack a correct understanding of the importance of school inspections, and even separate school inspections from teaching and scientific research, thinking that teaching and scientific research is the work of the school, and school inspections are auxiliary work, which is a thankless and easy to offend people. These people do not have the right ideological understanding, negative action and do not cooperate, and often deal with problems in the inspection work, resulting in low efficiency

of the inspection work, difficult to find real problems and big problems, which is not conducive to the realization of the inspection goal of “promoting reform by patrolling, promoting construction by patrolling, and promoting treatment by patrolling.”

2.2 The standardization of inspection work needs to be strengthened

Inspection is a major system innovation, and the improvement of inspection theory and method is a gradual process, which can only be tested and improved in a large number of inspection practices. In the inspection work, if the standards and methods are not unified, it will lead to qualitative differences in policy implementation and conclusions due to different inspection groups and different inspectors' different understandings and understandings of the same phenomenon and the same problem. In the practice of campus inspection, it is found that the procedures and methods, standards and measures, team training and construction, application of results and feedback of campus inspection in colleges and universities need to be standardized and institutionalized.

2.3 Lack of professionalism in the inspection team

Professional inspection team is the key to the effective development of inspection work, and is an important guarantee for finding problems, solving problems, forming deterrence and promoting development. In the school inspection work, the construction of some college inspection groups lacks professionalism. First, the members of the inspection team are drawn from the relevant departments, usually lack the inspection work experience, the policy theory level is not high, and the inspection work experience can not provide support for their job promotion, award evaluation. Affected by this, many members of the inspection team's “temporary thinking” is more prominent, and they are not willing to invest too much time and energy in the inspection work, nor are they willing to do more and more in-depth summary and research, resulting in the inspection work staying on the surface and restricting the effectiveness of the inspection. Second, participating in the inspection is often only an additional task for the members of the inspection team. After completing the inspection work, they still have to undertake teaching and research work, and it is difficult to devote themselves to the inspection work, which not only affects the efficiency of the inspection work, but also affects the quality of the inspection work.

2.4 The inspection work faces the dilemma of “acquaintance society”

In a sense, the school is a relatively closed, highly densely populated acquaintance society, school teachers because of the teacher, learning, school “together” situation everywhere. Affected by this, in the inspection work, the inspectors are often acquaintances, to carry out the inspection work of acquaintances, can not make up their mind, do not want to “offend” acquaintances, friends, and must complete the inspection task within the specified time, which seriously affects the strong promotion of the inspection work, has become a major “soft underside” of the inspection work.

3. The university inspection work in the “microcorruption” response and management countermeasures and suggestions

3.1 Improving working methods and enriching inspection and supervision results

Seeking truth from facts and abiding by rules and regulations are the basic principles of inspection work, and they are also important guarantees that inspection work can stand the test of history and practice. Therefore, it is very important to strengthen the construction of the system, strengthen the implementation of the system, standardize the working procedures, and implement the requirements in accordance with the rules and regulations to the whole process of inspection. “We must do a good job of work innovation, on the basis of summarizing experience, adapt to the development of the situation, promote the content, methods and system construction of inspections to keep pace with The Times, improve the working mechanism, and improve the pertinence and effectiveness of inspections.” Based on the actual situation of the school, the school should improve and optimize the top-level design of various supervision systems in the school, establish and improve the inspection feedback mechanism, supervision mechanism, consultation mechanism, disclosure mechanism, evaluation mechanism, rectification and accountability mechanism, and constantly improve the supervision efficiency. It is necessary to further clarify the accountability situation, subject, method, and procedure for rectification in light of the actual inspection and rectification, report and expose typical cases of ineffective rectification, perfunctory response, and false rectification, release a clear signal of strengthening the implementation of inspection and rectification, and always keep the sword hanging and the shock always in place.

3.2 Strengthen the construction of inspection forces and enhance inspection and supervision capacity

To do patrol work well, the foundation is in the team, the key is in the people. Blacksmithing must be hard itself, and the inspection team is the “hard of the hard” and the “diamond” of the inspection work, which is not only a political need, but also a capability requirement. The Central inspection Work Plan (2023-2027) puts forward the requirements of “four strengthening”, the

first is to strengthen the construction of the inspection team, propose to improve the selection mechanism of the inspection team leader and deputy leader, and strictly control the political, moral, ability, style and integrity. First of all, it is necessary to increase the manpower of inspection agencies. The post setting and selection of inspection group chief are as important to improve the quality and efficiency of inspection. The leader of the inspection team must be senior or full-time to enhance the authority, professionalism and effectiveness of the inspection. In addition, establish a scientific evaluation system. Therefore, the construction of the patrol team should establish the correct orientation of personnel, select good people, exercise people, and use the right people; The construction of the inspection team should establish and improve the “evaluation of inspection style and discipline” system, so as not to be absent, not offside, good position; The comprehensive evaluation results of the members should be submitted to the Organization Department, the personnel Department and the units where the personnel are deployed, as an important reference for the annual assessment, rewards and punishments of the inspection cadres, and even selection and appointment, so as to mobilize the enthusiasm and initiative of the majority of cadres to participate in the inspection work, forge a loyal, clean, brave and good at fighting the inspection iron army, and contribute the inspection force to the high-quality development of the school.

3.3 We will do a good job in providing external assistance and improving the quality and effectiveness of inspections and investigations

First, fully mobilize the masses to participate in the supervision of evidence. Adopt a variety of ways, such as holding a good mobilization meeting, carrying out face-to-face propaganda, etc., to mobilize the masses to participate in supervision, actively provide problem clues and evidence materials, “point the direction” and “highlight” for inspection supervision and investigation and evidence collection, and provide evidence support for inspection investigations from the perspective of mass supervision. The second is to focus on the main line of learning, strict discipline rules. Inspection cadres should firmly establish the concept that “there are major problems that should be found and not found is dereliction of duty, and the discovery of problems that are not truthfully reported is dereliction of duty”, and carry out inspections according to regulations and laws. The third is to make good use of crossing and upgrading inspections to solve the problem of “acquaintance society”. The so-called cross-inspection refers to a way of conducting inspections by drawing personnel from non-inspection agencies to form inspection teams in strict accordance with the principles of geographical and functional avoidance. By adopting the method of cross inspection, the inspection team can effectively avoid the difficult problem of “colleague relationship”, enhance the pressure effect of school inspection, and meet the “three non-fixed” inspection requirements.

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