

Problems and Countermeasures of Party Organization Construction and Decision—Making Mechanism in Private Colleges and Universities

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Abstract: The relevant documents of the party and the state clearly stipulate the functions and roles of Party organizations in colleges and universities. At the same time, it points out that there are still some new situations, new problems and new challenges in the party construction work of private colleges and universities, such as “the working mechanism of Party organizations is not smooth enough”, and the party construction work of private colleges and universities still faces some new situations, new problems and new challenges, such as “the guarantee and supervision role of Party organizations is not in place”. Based on the questionnaire survey of 5390 party members in 33 private colleges and universities in 18 provinces, this paper discusses the problems and countermeasures of the participation decision—making mechanism in the construction of Party organizations in private colleges and universities.

Keywords: Party Organizations in Private Colleges and Universities; Participation in Decision—Making; Mechanism; Problems; Countermeasure

The relevant documents of the party and the state clearly stipulate the functions and roles of Party organizations in colleges and universities. At the same time, it points out that there are still some new situations, new problems and new challenges in the party construction of private colleges and universities, such as “the working mechanism of Party organizations is not smooth enough”, and the party construction of private colleges and universities still faces some new situations, new problems and new challenges, such as “the guarantee and supervision role of Party organizations is not in place”. According to the questionnaire survey of 5390 party members in 33 private colleges and universities in 18 provinces, this paper focuses on the problems and countermeasures of the decision—making mechanism of Party organization construction in private colleges and universities.

1. Problems in the decision—making mechanism of Party organization construction in private colleges and universities

Team building is the key to the construction of Party organizations in private colleges and universities. Participation in decision—making is the main embodiment of the function and role of Party organizations in private colleges and universities.

The questionnaire survey shows that 71.52% of the board of directors or the council of the college attaches great importance to Party construction; Important, accounting for 23.38%; General, accounting for 4.64%; Those who did not pay attention accounted for 0.46%. It is gratifying that 94.90% of them “attach great importance to” and “attach importance to” party construction. The important embodiment of this emphasis is the participation of the college’s Party organizations in decision—making. Many Party organizations in private

universities have participated in decision-making to varying degrees. In practice, some private universities in China have set up a decision-making mechanism combining direct participation and indirect participation, focusing on the whole process and full coverage of the decision-making process of pre research, collective decision-making and post feedback, participating in all kinds of decision-making in schools and giving full play to the role of.

At the same time, there are some problems in the decision-making mechanism of Party organization construction in private colleges and universities. The questionnaire survey shows that the most prominent problem faced by Party construction is the inaccurate functional positioning of the Party committee, accounting for 17.55%. It is considered that among the relevant aspects of Party construction mechanism construction in private colleges and universities, the most problematic aspect is the participation of Party organizations in decision-making mechanism, accounting for 38.94%. Compared with public universities, the bottleneck of Party building in private universities is the unsmooth leadership system, accounting for 23.51%; The operation mechanism is not perfect, accounting for 46.55%.

Practice shows that although some private colleges and universities have established party organizations, the party organizations are in vain; Some private colleges and universities regard the party organization as a general administrative institution and fail to find the right place to work; Individual leaders of private colleges and universities still have the concept of “the party leads everything”, and do not mechanically copy the model of public colleges and universities from the reality of private colleges and universities. It is undeniable that the problems existing in the decision-making mechanism of Party organization construction in private colleges and universities are most directly restricted by the leadership system. Due to the particularity of the school running system, the participation of Party organizations in decision-making in private colleges and universities is very different from that in public colleges and universities in decision-making organization, form, scope and degree. Party organizations in private colleges and universities can only participate in decision-making and have the right to speak. This brings constraints to the role of Party organizations in private colleges and universities.

To solve the problems existing in the decision-making mechanism of Party organization construction in private colleges and universities, we can neither copy the decision-making mode of public colleges and universities, nor give up the sacred responsibility of grass-roots party organizations and do nothing beyond decision-making. We should change ideas, innovate mechanisms, and accumulate experience to achieve results within the framework of the existing leadership system of private colleges and universities.

2. Countermeasures to improve the decision-making mechanism of Party organization construction in private colleges and Universities

The questionnaire survey shows that among the many mechanisms of Party construction in private colleges and universities, the most important aspect is the participation in decision-making mechanism, accounting for 40.37%, ranking first; The weakest aspect is the participation in the decision-making mechanism, accounting for 32.28%, also ranking first. After changing the perspective on the same issue, the direction of “the most important aspect” and “the weakest aspect” is consistent, which confirms that the participation decision-making mechanism is not only the focus but also the weak point of the party construction mechanism construction of private colleges and universities.

First, the consciousness of participating in decision-making should be improved, which is the premise of participating in decision-making. The provisions of relevant documents provide legal and regulatory guarantee for the participation of Party organizations in decision-making in private colleges and universities. For example, “the law of the people’s Republic of China on the promotion of civil run education” stipulates: “the grass-roots organizations of the Communist Party of China in private schools shall carry out party activities and strengthen party building in accordance with the provisions of the constitution of the Communist Party of China.” “A privately run school shall establish a school council, a board of directors or other forms of decision-making bodies, and establish corresponding supervision mechanisms.”

The survey shows that among the relevant aspects of enhancing the effect of Party construction in private colleges and universities, the first one is to solve the understanding of the importance of Party construction,

accounting for 45.83%. To improve the understanding of the importance of Party building, the first to bear the brunt is the school decision-making organization and leading group. It is considered that among the relevant aspects of strengthening Party construction in private colleges and universities, the first one is to strengthen the status of Party organizations, accounting for 32.28%.

Private colleges and universities are private non-enterprise units and one of the social organizations in the “two new” organizations. The party constitution of the 19th national congress stipulates that the party’s grass-roots organizations in social organizations are to publicize and implement the party’s line, principles and policies, lead trade unions, the Communist Youth League and other mass organizations, educate and manage party members, lead and serve the masses and promote career development. The positioning of these functions and roles determines that the party organization of private colleges and universities is not the power organ in the school and is not at the core of leadership. It was suggested that in order to ensure the ruling position of the party, and the party organizations of private colleges and universities should not only participate in decision-making, especially on important issues such as personnel and finance. It was also pointed out that in the past, the implementation of the president responsibility system was once the reform direction of the leadership system of colleges and universities, but not long later, the leadership system of colleges and universities was changed to the implementation of the president responsibility system under the leadership of the Party committee. Why can’t the party organizations of private colleges and universities follow this? This view seems to adhere to the party’s leadership, but in fact it mechanically applies the model of the leadership system of public colleges and universities, while ignoring the particularity of Party construction in private colleges and universities.

The second is to enhance the initiative of participating in decision-making, which is the key to participating in decision-making. Although the party organizations in private colleges and universities are not the decision-making subject, the party members and leading cadres in the corporate governance structure occupy a place in the decision-making organization. Their dual identity is conducive to participate in decision-making. In particular, Party members and leading cadres who concurrently serve as party secretary or deputy secretary should bear in mind their party membership and fully implement the ideas of the party organization in participating in decision-making.

In order to give better play to the initiative of participating in decision-making, in terms of system guarantee, the practice of appointing and removing the party secretary of private colleges and universities by the superior competent Party Committee Department is worth summarizing, perfecting and popularizing.

In terms of investment in decision-making, it is manifested in overcoming the concepts of “who is the official, who listens to” and “who is the boss, who listens to” in the traditional inertial thinking. While maintaining the authority of the investor, we should not only see the eyes of the investor and act, so as to avoid “one word”. We should also overcome the worries of “wage earners” who are small talk and may even be “wearing small shoes”, have the courage to express their views and give advice to the decision-making organs of colleges and universities. In particular, we should prevent the “loss of position” phenomenon of giving up rights and unwilling or afraid to grasp the party construction work.

In the grasp of the degree of participation in decision-making, we should also avoid the phenomenon of “offside” beyond rights. We should clarify the rights and obligations of Party organizations in private colleges and universities, do something when playing the role of political core, and do nothing if it is not within the scope of responsibility.

Third, comply with the development trend of modern decision-making, which is an opportunity to participate in decision-making. In the transformation from traditional decision-making to modern scientific decision-making, the decision-making subject changes from individual to collective, and the “break” of the decision-making level is relatively separated from the “seek” of the consulting think tank. The decision-makers of private colleges and universities feel that they can’t do anything by personal experience alone and need to rely on the power of the collective. Such decision-making is not necessarily democratic centralism within the party, but it is feasible to implement democratic centralism, especially the basic spirit of democracy. The decision-making level makes decisions on the basis of brainstorming and democratic consultation, which is conducive to moving closer to science. This provides an excellent opportunity for Party organizations in private

colleges to participate in decision—making.

Fourth, ensure the sound and effective implementation of policies, laws and regulations, which is the guarantee and basis for participation in decision—making. Giving full play to the role of Party organizations in decision—making in private colleges and universities is only from bottom to top. It is obviously not enough to rely on the self—construction of private colleges and universities, or the effect is poor and ineffective. Practice has proved that the practice of appointing government public officials as the person in charge of the party organization of private colleges and universities by the superior party organization in charge of private colleges and universities is worth summarizing, perfecting and popularizing. For example, the party secretary of private schools in Yunnan is appointed by the superior party organization department (University Education Working Committee) (personnel relations are in the Department of education, wages and welfare are in the Department of Education) and given certain financial support. In addition, relevant rigid documents are issued to standardize and restrict the appointment of party secretary to perform his duties, and the school is required to provide 1:1 supporting party construction funds. In this way, the Party committee has more confidence in actively participating in decision—making and less worries. This practice of directly appointing qualified government public officials as the person in charge of the party organization of private colleges and universities has played a good role in strengthening the party construction of private colleges and universities and strengthening government supervision and guidance, and has well ensured the role of the party organization of private colleges and universities in participating in decision—making, which is endowed by the superior party organization and plays a basic role. The fundamental guarantee function is irreplaceable and cannot be surpassed by other ways. In 2018, the Party committee of Hainan Provincial Department of Education has changed the original practice that the person in charge of the party organization of private colleges and universities is recommended from bottom to top and confirmed from top to bottom. Instead, it has fully implemented the practice that public officials directly appointed by the Party committee of the Department of Education enter the party organization of private colleges and universities, and clarified and standardized the system at the same time. The status and role of Party organizations in private colleges and universities have been further improved and strengthened, and the effect of one general rule and one hundred links has been realized.

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