

# The Predicament and Path of “Management and Education” of University Organs

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**Abstract:** Talent training is the foundation of university work, and the effectiveness of moral cultivation is the standard to test all university work. Therefore, the core task of functional departments and business management units of institutions of higher learning is to serve the fundamental function of talent training, and the effectiveness of talent training is also an important standard to test the management and service work of institutions of higher learning. Therefore, in recent years, “management education” has been highly valued. In the process of deepening “management education”, various colleges and universities have made efforts to summarize the shortcomings and problems, and actively explored the measures and paths of “management education”. Based on the practical exploration of “management education” in university institutions, this paper discusses the dilemma and path of “management education”.

**Keywords:** institutions of higher learning; Cultivate people with virtue; “Management and education”

Colleges and universities are one of the important forces to cultivate qualified socialist builders and reliable successors. Discipline teachers, experimental teaching assistants, ideological and political counselors, administrative personnel and logistics support personnel cooperate to form the main body of talent training in colleges and universities. Although the functional departments and business management units of colleges and universities do not directly participate in the education and teaching tasks, they are also the main force of talent training in colleges and universities. Therefore, the concept of “management and education” also came into being. In 1994, the State Council’s opinions on the implementation of the Outline of China’s Educational Reform and Development clearly pointed out that teaching, “management education” and service education require the implementation of policies and systems guaranteed by the Ministry of Education and universities. Therefore, “educating people through management”, “educating people through teaching” and “educating people through service” are called “three educating people” together. As the purpose of running a university, they attach great importance to it.

## 1. Requirements for “Management and Education”

In recent years, the reform of the economic system, the change of the social structure, the change of ideas, especially the reform and development of higher education, and the gradual improvement of the scale and quality of colleges and universities have put forward higher requirements for the pattern of education work, as well as new and higher requirements for “management education”. At the same time, the functional departments and business management units of institutions of higher learning have the basic conditions to deepen “management and education”, but also have difficulties and challenges in their work.

### 1.1 Background requirements for “management and education”

The National Conference on Ideological and Political Work in Colleges and Universities held in 2016 required that moral cultivation should be the central link, and ideological and political work should be carried out throughout the whole process of education and teaching to achieve the goal of educating people in the whole process and in all directions. On this basis, the Ministry of Education issued the Implementation Outline of the Quality Improvement Project of Ideological and Political Work in Colleges and Universities, which clearly requires that the educational functions of curriculum, scientific research, practice, culture, network, psychology, management, service, funding, organization and other aspects should be fully played, and the “top ten” educational system should be effectively constructed. This puts forward clear requirements for organs and units to give full play to their functions and responsibilities and to play the role of “management education”, and also provides policy support for deepening the promotion of “management education”. After the promulgation of the Outline for the Implementation of the Quality Improvement Project of Ideological and Political Work in Colleges and Universities, the Ministry of Education has successively carried out a comprehensive reform pilot of “three all-around education” in domestic colleges and universities. “Management education” has become an important part of the “top ten” education system. In 2020, the news conference of the Ministry of Education pointed out that the new pattern of “three qualities and education” in colleges and universities has gradually taken shape. The fundamental task of establishing morality and cultivating people has been effectively incorporated into teaching, management, service and other work, deeply integrated into secondary colleges, functional departments, business entities and other units of colleges and universities, and integrated into professional teachers, teaching assistant teachers To manage cadres and logistics service personnel in their own work. At the same time, the Ministry of Education put forward in the Opinions of the Ministry of Education and Other Eight Departments on Accelerating the Construction of the Ideological and Political Work System in Colleges and Universities issued in 2020 that we should improve the system of management, service and education, promote construction, and promote the “one-stop” student communities such as Party and League organizations, management departments, and service units to settle in dormitories. This has put forward new requirements

for college authorities to deepen the promotion of “management and education”.

## **1.2 Basic conditions of “management and education”**

Organs and units of colleges and universities are organized by functional departments and business units of colleges and universities. They are important institutions that exercise management functions on behalf of colleges and universities. Their work contents include organizational management, decision-making implementation, investigation and research, consulting services, communication and publicity, and their business scope covers teaching, scientific research, medical treatment, management, and services, as well as talent training, discipline construction, and service guarantee. From the perspective of functions and responsibilities, although the government departments and units did not directly participate in student teaching and scientific research activities, they provided basic guarantee for talent training in terms of system, funds, personnel, facilities, safety, etc., and ensured the high-quality promotion of education and teaching through scientific and efficient management, effectively promoting the quality of talent training. It can be said that government agencies are an important part of the school management system, but also an indispensable part of education and teaching. Therefore, like colleges (departments and institutes) directly engaged in teaching and scientific research, institutions in colleges and universities also shoulder the important task of talent training, and they also have conditions and foundations to provide strong support and support for talent training. At the same time, the administrative cadres of institutions of higher learning have the obligation and responsibility to perform their duties of “educating people through management” and “educating people through service”, and implement the fundamental task of establishing morality and cultivating people. In recent years, the Ministry of Education has carried out a pilot project to build a “one-stop” comprehensive management model for student communities in colleges and universities. It has sent staff to colleges and universities, built a new working platform for colleges and universities to deepen “management and education”, and promoted management and service forces to sink into the frontline of education, management and student service.

## **2. The Realistic Predicament of “Management and Education” of University Organs**

In recent years, the Ministry of Education has carried out the comprehensive reform pilot of “Three Holds Education”, as well as the pilot of “One Stop” student community comprehensive management model construction. The higher management departments have given better policy guidance to “management education”, and colleges and universities have also given more attention and support to “management education”. The institutions and managers of colleges and universities have also played a more full role in moral cultivation relying on “management education”. It plays a more important role, but in the practical work, it is also found that there are many practical difficulties and shortcomings in further promoting “management education”.

### **2.1 There are few measures taken by institutions of higher learning to “manage and educate people”**

The functional departments and business units of institutions of higher learning are the main force of “management and education”. In the new era, there is a task requirement of high efficiency, high responsibility and wide service for the work of university organs, and the task is heavier and the pressure is greater. In the investigation and study of various institutions in colleges and universities, it is found that the functional departments and business management units of some institutions in colleges and universities are busy with their own work, and the concept of “management education” is advocated more than implemented. Some government agencies and units have a weak awareness of “management education”. They simply believe that “management education” is to do a good job in daily management services. They fail to formulate rules and regulations and explore work measures for “management education”. Some organizations and units have explored and tried in the aspect of “management and education” in combination with their functions and responsibilities to build an effective working mode, but the working mode has not been developed into a long-term working system and has not been continued and promoted. More importantly, the exploration, promotion and implementation of “management education” were not included in the assessment and evaluation system, and were not included in the evaluation indicators of salary performance assessment, post title promotion and advanced typical selection, which led to the lack of support and encouragement for the exploration and innovation of “management education” and affected the initiative and enthusiasm of the work. For example, Zhejiang University, Sichuan University and other universities have explored to recruit young party and government management cadres to serve as part-time counselors in the college. The Party Committee of Sichuan University has carried out the construction of the “Education Project” to encourage young cadres to serve as part-time counselors, go deep into the front line of education and young students, and effectively serve the growth of students. However, in the work practice, it was found that the daily work of young cadres in government agencies was heavy and time was tight, they had less time and energy to work directly with students, and the party committee, functional departments and business units of government agencies could give them less support, which led to difficulties in promoting the work. It can be seen that to further promote the “management and education”, more support and guarantee are needed from institutions of higher learning in terms of policies and systems, working benefits, time guarantee, etc.

## 2.2 Inadequate awareness of “management and education” of government officials

Like professional teachers, experimental teaching assistants and ideological and political counselors, the administrative cadres of institutions of higher learning are one of the important elements of educating people, and they need to play a full role based on their post functions and responsibilities. However, some government officials do not fully understand the fundamental task of “establishing morality and cultivating people” in colleges and universities, and believe that the main body of talent training is ideological education and teaching, which are the work responsibilities of ideological and political counselors and professional teachers, rather than the work tasks of management officials. Some government officials do not fully understand the functions and responsibilities of “management and education”, and think that they do not directly face the management of students, do not directly participate in the teaching process, and do not directly participate in student activities. Therefore, “education” is not their job responsibility, not their main task; As the administrative personnel of the organ, the task only needs to do a good job in the daily management of the office, such as handling documents, meetings and affairs, as well as the logistical service guarantee. These wrong perceptions are the result of separating management services from talent training, and taking students as management objects and service objects rather than training objects. They violate the purpose and principle of the Ministry of Education’s “Three Holds Education”, violate the provisions of building the “Ten Major” education system, and are not conducive to the effective development of “management education”, and are not conducive to the completion of the fundamental task of “building morality and cultivating people”.

## 2.3 College students have insufficient understanding of “management education”

At the same time of the lack of awareness of “management and education” of the administrative cadres, the college students, as the training objects, mainly focus on “teaching and education”. Some students think that the professional teachers who teach them professional courses and teach them academic growth are the teachers who lead them to grow into talents. However, the management personnel of government agencies are neither responsible for the teaching process nor for educational activities. They have less work and business contacts, less communication and coordination contacts, less knowledge and understanding of the work of management personnel, and do not ideologically equate management personnel with professional teachers. Some students even have insufficient recognition and respect for the ideological and political instructors who are responsible for their ideological and political education and learning and life management, and do not recognize their contributions to their growth. In fact, the work of administrative cadres is the basic guarantee for students to learn, live and grow. The phenomenon and problems that students have insufficient understanding of “management education” will affect and frustrate the initiative and enthusiasm of managers to promote “management education”.

## 3. The Practical Path of “Management and Education” in University Organs

Based on the background requirements and basic conditions of the “management education” of the government agencies, based on the practical difficulties and shortcomings in the work of the government agencies and administrative cadres, and combined with the functions and responsibilities of the university authorities, the implementation of the “management education” needs to be carried out from three aspects.

### 3.1 Build a pattern of “management and education” based on the functions and responsibilities of organs and units

“Management and education” is a systematic project, which requires multi departments to jointly manage and coordinate with each other. Organs and units should base on their functions and responsibilities, and give full play to the role of educating people around the “ten major” education system. The Office of Academic Affairs, Graduate School and other teaching management departments should promote the classroom teaching reform with the goal of “ideological and political curriculum”, optimize the curriculum, revise professional textbooks, improve teaching design, strengthen teaching management, and achieve the organic unity of ideological and political education and knowledge system education. Scientific research management departments such as scientific research institutes and social science offices should give play to the function of scientific research and education, optimize scientific research links and procedures, improve evaluation standards and methods, promote the transformation and application of achievements, and guide students to establish correct value orientation and academic orientation. The organization department, publicity department, united front department and other party mass departments of the party committee should combine organizational construction with education and guidance, give play to the political function of the secondary party committee and the role of the grass-roots party branch as a battleground, give play to the contact services of the Communist Youth League, student union, student associations and other organizations, and play the role of a bridge to unite teachers and students, so as to promote the all-round development of teachers and students. The Party and Government Office, the Personnel Office, the Development Planning Office and other functional departments should combine the strict requirements of standardized management with the educational methods of “turning the spring breeze into rain” and “moistening things silently”, and strive to create an educational environment that is well managed, well managed and clean and upright. The Equipment Department, Assets Department, Finance Department and other public service departments should combine solving practical problems with solving ideological problems, focus on, care for and serve teachers and

students, grasp the growth and development needs of teachers and students, provide targeted services, enhance supply capacity, and educate and guide people in caring, helping and serving people. Organs and units should also focus on cultivating first-class talents and creating first-class universities, establish the “management education” system, deeply explore and study the connotation and laws of “management education”, try to explore new ways and new practices of “management education”, carefully design and improve the “management education” system and mechanism, so that the advanced management system can play a better role, so that every work and every field of the school can effectively play the role of education, To create favorable conditions for students to grow and become talents, provide rich resources, and truly put the “management and education” work in the hearts of students and into the reality of learning and life. At the same time, according to the requirements of the Ministry of Education, the government departments and units should organize their management cadres to go deep into the “one-stop” student community and carry out school policy explanation, system interpretation, work publicity and student management services. In addition, it is necessary to support the exploration and innovation of “management education” in many aspects, such as systems, funds, manpower and material resources. For the better work measures and experience formed by the exploration, it is necessary to develop and promote through the establishment of systems to ensure that the exploration and innovation of “management education” is dynamic, supportive and effective.

### **3.2 Give full play to the role of administrative cadres to form the resultant force of “management and education”**

The administrative cadres of institutions of higher learning are the main force of “management and education”. They should improve their ideological understanding, give full play to the work concept of “management and education”, play a subjective role in daily management and service work, explore effective work measures, and promote the moral and academic improvement of students; We should adhere to the orientation of “doing our own job well, focusing on students’ work, and helping personnel training”, and extend the daily management work to students’ party (league) activities and class management in combination with job responsibilities. For example, government officials went to the student Party (Youth League) branch to teach Party (Youth League) courses, strengthen students’ ideological and political guidance, and went to the student training unit to give lectures and reports on students’ elective courses, scientific research, social practice, innovation and entrepreneurship, employment and further education, so as to help students improve their learning and employment development. In addition, the administrative cadres of the government departments should fully realize that they should strengthen the communication with students, act as the liaison between the government departments and students, publicize the policies of the school, promote the work of the government departments, find, feed back and solve the problems and needs of students, play a full role in the growth of students, and earnestly perform the function of “management and education”.

### **3.3 Focusing on the fundamental task of establishing morality and cultivating people, find the right way to “manage and educate people”**

To do a good job in “management and education”, we must focus on establishing morality and cultivating people, adhere to the student-centered approach, consciously, systematically and systematically integrate respect for students, care for students, and training students into daily management, strengthen the guarantee function of scientific management for students’ moral education, and play the role of management in promoting students’ ideological and political education. Organs and units should increase the research on students’ cognitive laws and acceptance characteristics, and give full play to students’ main role. Adhere to the principles of fairness, openness and impartiality in important links such as student evaluation, joining the Party, promotion and exemption, and employment, combine standardized management with humanistic management, constantly expand the ideas and methods of “management education”, and create a good atmosphere for education. Based on their functions and responsibilities, government officials should build a working platform, go deep into the frontline of students’ study and life, and understand their practical needs in terms of ideological progress, academic improvement, employment and entrepreneurship, international exchanges, etc. Based on these needs and in combination with their respective posts, we should give full play to the work advantages of administrative cadres who are familiar with the rules and regulations and are skilled in handling affairs to guide and serve students, guide students to understand the work of the institutions, identify with the administrative cadres of the institutions, understand the concept of “management education”, and also give full play to the role of “management education”.

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