

On the Significance of Teachers' Party Branch Construction in Private Colleges and Universities

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Abstract: Grass-roots Party branch of teachers is one of the important organizations of Party construction in Colleges and universities. It is mainly devoted to training and developing excellent educators, realizing the functions of organizing and uniting front-line teachers, linking with the actual duties of teaching, scientific research, management and service, directly facing the teaching of students, and assuming the important responsibility of implementing the Party's basic line and educational policy in an all-round way. Grass-roots teachers' Party branch in colleges and universities plays an important role in giving full play to the vanguard and exemplary role of teachers' Party members and in promoting the development of higher education in China.

1. Introduction

The Party Branch of professional teachers in colleges and universities is the organizational guarantee for the completion of teaching and scientific research tasks. It is our important subject that we need to study in the work of Party construction to strengthen the construction of professional teachers' Party organizations, carry out the requirements of "the Party should govern the Party strictly" into the political, ideological, organizational, style and discipline construction of the Party, give full play to the role of the Party branch of professional teachers as a battle fortress and the vanguard and exemplary role of Party teachers, and strive to promote economic development and social progress.

2. Significance of Party Branch Construction of Grass-roots Teachers in Colleges and Universities

2.1 Needs of Building a College with Chinese Characteristics

It is clearly stipulated in the Party Constitution that the Party's grass-roots organizations are the fighting fortress of the Party in the grass-roots organizations of society and the basis of the Party's overall work and combat effectiveness. They publicize and implement the Party's line, simulation and policy, publicize and implement the resolutions of the Party Central Committee, higher organizations and local organizations, give full play to the exemplary role of Party members, and unite and organize cadres and masses inside and outside the Party. Colleges are an important position for training the backbone of national construction, and bear the heavy responsibility of training the reserve scientific and technological talents of all fronts of national construction and rejuvenating the country through science and education. As one of the important work of Party construction in colleges and universities, the work of grass-roots Party branch's construction of teachers is mainly devoted to cultivating and developing excellent educators to join the Party organization, and providing guarantee for teachers' ideology, organization and consciousness, thus ensuring the scientific, healthy and orderly development of higher education, which not only embodies the role of the fighting fortress of Party branch, but also guarantees the vanguard and exemplary role of Party teacher members in the teaching staff.

2.2 Needs of National Talent Training Strategy

The "Made-in-China 2025" strategic plan was put forward in the Government Work Report in

2015. It is the first ten-year action program for the Chinese government to implement the strategy of building a strong manufacturing country. It adheres to the “innovation-driven, quality-oriented, green development, structural optimization and talent-oriented” basis, and takes “market-oriented, government-led, current-oriented, long-term perspective, overall advancement, prominent breakthrough, independent development and open cooperation” as the basic principle. Based on the strategic goal of manufacturing power can be achieved through “three steps”. “Made in China 2025” points out that the source of manufacturing competitiveness is knowledge-based technological capabilities. It requires China to build and continuously improve its unique manufacturing core competence from its own unique industrial base, human resources, market demand and cultural characteristics. The era of “Made in China 2025” is of great strategic significance to China’s current and future economic and social development. The scale and form of industrial production show unprecedented characteristics. Especially the demand for professionals is characterized by specialization and diversification. Any talent training mode must pay attention to the changing trend of market demand, and the resulting impact is that teachers’ teaching and training methods of students’ quality also need to adapt to the changes of national strategies. To do a good job in the organization construction of grass-roots Party branches in colleges and universities is of great significance for strengthening the leadership of the Party, implementing the educational policy of the state in an all-round way, and promoting the development of personnel training required by the state, as well as training qualified socialist builders and successors adapted to the market economic environment.

2.3 Need of Improving Teachers’ Ideological Awareness and Professional Quality

At present, knowledge, as the most important factor in economic growth, is the fundamental driving force for the transformation of economic development mode, becoming the core element of national competitiveness. As for colleges and universities that train professional talents, they play an important role in promoting the construction of knowledge economy with their abundant talent resources and unique subject resources. However, with the deepening of domestic reform process, some deep-seated and structural contradictions and social problems have gradually emerged. Ideas such as equal exchange of market economy and priority of interests have gradually affected teachers’ ideological concepts and value orientation. Changes in domestic and foreign environment have had a diversified impact on the ideological level of college teachers. In addition, with the constant adjustment and optimization of the national economic strategy, higher education in our country has developed from “elite education” to “mass education”. Great changes have taken place in the composition of students, training modes and teaching methods, which put forward new requirements for teachers’ ideological awareness and professional quality. These changes make the work of grass-roots Party organizations of college teachers face new challenges. Therefore, it is essential to strengthen the ideological and political work of front-line teachers, and standardize the words and deeds of key Party teacher members, thus giving full play to the function orientation and pioneering role of the grass-roots Party branch of teachers in colleges and universities.

3. Problems in the Party Branch Construction of Professional Teachers in Colleges and Universities

3.1 Weak Party Spirit and Weak Foundation for Party Construction

Most of the members of the Party Branch Committee of professional teachers in colleges and universities are professional teachers. A large number of arduous teaching and scientific research work and the current “double-first-class” evaluation system with scientific research as the main part make the Party branch of professional teachers exist the phenomenon of “attaching importance to specialty but despising ideological and political work” and “attaching importance to teaching and research but despising the Party construction” to varying degrees. Especially, the appointment and evaluation of professional teachers in colleges and universities mainly focus on their teaching and scientific research results. Therefore, there exists a phenomenon that some Party teacher members

put their main energy on teaching and scientific research, and their enthusiasm for participating in activities

3.2 Insufficient Integration of Organizational Life with the Needs of Party Members and Insufficient Vitality

At present, the activities of the Party branch of professional teachers in colleges and universities have not been adjusted in time. The past pattern is still followed, lacking attraction for Party members. The survey found that 78% of the Party members were interested in the monotonous organization of “reading newspapers and learning documents”. Moreover, in the work of discipline construction and scientific research, the Party branch in colleges and universities has neither actively explored the effective way to combine with it, nor found the accurate positioning to participate in administrative work. They are facing the embarrassing situation of “confusion in loss and loss in confusion”.

3.3 Few Funds for Activities and Imperfect Evaluation and Incentive Mechanisms

The Party branch work of professional teachers in colleges and universities is a comprehensive and systematic project. The formation of work characteristics and the display of work effectiveness is a long-term process, which is difficult to quantify reasonably. At the same time, the secretary and members of the Party branch of professional teachers are mostly part-time professional teachers, who have limited investment in the work of the branch. The theoretical level of Party building is not high, the role awareness is not strong, and the work orientation is not accurate, which affects the role of the Party branch as a battle fortress. At present, although the Party branch of professional teachers has realized that activities can not only rely on centralized learning, but also can take various forms, such as visits, branch liaison and co-construction, cultural and sports activities, in order to attract Party members and the masses to approach the Party organizations. However, due to the lack of funds, some good ideas can not be implemented at all; in addition, the Party branch of professional teachers lacks a fixed venue for activities, so they only can meet in teachers’ office or classrooms borrowed. All of these affects the enthusiasm of the Party workers and ordinary Party members to participate in organizational activities.

4. Specific Strategies for the Grass-roots Party Branch Construction of Teachers in Colleges and Universities

4.1 Realize the Importance of Strengthening Grass-roots Party Work

Establishing the goal of “people-oriented” construction, whether from the eighteenth National Congress of the Party, the strategy of “Made in China 2025” or the essence of higher education, “people-oriented” principle is the core. This requires that grass-roots Party construction work should take serving the needs of teachers as the primary purpose of Party branch construction, carry forward the Party’s political advantages, adhere to and improve democratic centralism, make use of organizing effective carriers such as life meetings and domestic life meeting, work around how to improve the actual needs of teachers, actively promote the ideological, organizational, style and system construction of the Party branch., close the relationship between Party branches and Party members and teachers, pay attention to all kinds of ideas and work of teachers, strengthen the pertinence and effectiveness of Party construction work, make Party construction work really play the role of uniting the masses, serving the overall situation and serving teaching and scientific research, and stimulate the enthusiasm of every Party teacher member to participate in discipline construction consciously.

4.2 Improve the Work System of Grass-roots Party Construction Driven by Projects

At present, the main reasons that affect and restrict the work of grass-roots Party branch of teachers are that the goal of Party branch construction is not clear and the supervision of teachers’ Party spirit consciousness and the management of education are not timely and sufficient, leading to the gradual weakening of the importance of Party affairs learning. Moreover, with the deepening of

the reform of the current higher education system, due to the influence of some social customs, Party branch construction of teachers attaches importance to business, ignores ideological and political work and other phenomena in varying degrees. The root cause of the above problems lies in the lack of long-term driving mechanism in grass-roots organizations, resulting in the single form of learning and activities, slow update of Party construction topics and other issues, which makes the life meeting of grass-roots Party organizations either mere formality or routine work meetings, leading to the weakening of the Party spirit consciousness of grass-roots Party members. Therefore, the effective way to promote the implementation and efficiency of grass-roots Party building work is driven by specific projects, such as conducting research and characteristic activities on specific ideological and theoretical issues and current social hot issues, thereby stimulating the vitality of grass-roots party organizations.

4.3 Promote the Overall Quality of Party Members' Teaching Staff and Provide A Strong Talent Guarantee for the Construction of First-class Disciplines

The Party spirit consciousness of Party teacher members determines the effectiveness of Party branch construction of professional teachers. Therefore, the Party branch of professional teachers should first become an excellent organization with a clear atmosphere and a smooth mind, constantly strengthen the exercise of Party spirit of Party members, give full play to the exemplary role of veteran Party members and outstanding typical pioneers, and promote and encourage young teachers and Party teacher members to talk about Party spirit, political accomplishment, political accomplishment, professional accomplishment and professional level.

4.4 Improve the Supervision and Management System of Grass-roots Party Branch

With the development of social economy and the advancement of various reform measures in colleges and universities, in the links of teachers' admission, year-end assessment, competitive recruitment and promotion, teaching and scientific research results are mainly assessed according to various quantitative indicators, so as to measure the professional level of teachers. While the ideological quality of teachers is seldom taken as one of the evaluation indicators, especially the Party spirit consciousness of Party teacher members, leading to the weakened participation of Party members and teachers in the activities of Party Branch construction.

4.5 Improve the Incentive and Evaluation System for Party Members and Teachers

The construction of the incentive and evaluation system for Party member teachers should include two aspects.

4.5.1 Encourage Party teacher members to improve their teaching ability

The Party members are encouraged through the activities of evaluating and selecting "famous teachers of teaching", "excellent Party teacher members" and "advanced persons of three kinds of educations" every semester.

4.5.2 Evaluate the Party spirit of Party teacher members

It is advised to select outstanding Party members and teachers of the year, and give them some material and spiritual encouragement. Suggestions are made to improve the quantitative assessment scheme, to embody soft indicators and virtual indicators in performance, and to turn them into hard indicators and real indicators. The performance of Party teacher members in Party branch activities is required to be regarded as the reference index of their year-end evaluation. In the promotion of Party teacher members' professional titles, annual assessment and various evaluation, not only the professional level but also the ideological and political level should be assessed, so as to realize the organic combination of Party teacher members' personal professional quality and ideological and political progress.

5. Conclusion

The Party branch of professional teachers is the basic cell of the Party organization system in colleges and universities, and the key to the completion of teaching, scientific research and social services. The Party branch construction of professional teachers in colleges and universities is a long-term basic work, which requires leaders at all levels to attach great importance to the long-term, arduous and pressing nature of the Party branch construction. It also requires Party teacher members' to truly play the leading role of Party members, lead young teachers and serve the majority of teachers and students. It also requires the Party branches to strengthen their own construction, firmly establish service concept and discipline construction in order to continuously improve the ability and level of teaching and educating people and serving scientific research.

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