The Construction of the College Inspection Team Under the New Situation

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Abstract: As an extension and supplement of the inspection work of the Party Central Committee, the inspection work within colleges is an important measure to improve the Party building in the new situation, and an important means for colleges to strict in Party discipline and increase supervision within the grass-rooted branches. The key to success or failure in business is people. To complete the important mission of the college inspections, it is necessary to reverse the current situation of insufficient strength of the college inspection team. In accordance with the requirements of belief, politics, responsibilities, ability and style, we started from four aspects: choiceness, education, strictness, and treasure to build a high-quality professional college inspection team.

Introduction

The 19th National Congress of the Communist Party of China made an important deployment of intensify political inspection, and establish an oversight network that facilitates coordination in disciplinary inspections conducted at different levels. As an extension and supplement of the inspection work of the Party Central Committee, the inspection work within colleges is an important measure to improve the Party building in the new situation, and an important means for colleges to strict in Party discipline and increase supervision within the grass-rooted branches. The Ministry of Education of the People's Republic of China accords great importance to the college inspection work. In the key points for the work of 2019, it is clearly pointed out that the guidance and promotion of the inspection work of the Party committees in the direct administration colleges was written into the five years plan for the inspection work. It also highlights political inspection, exerts efforts on rectification and implementation, and guides and promotes the Party committees in the direct administration colleges to conduct inspections on the Party committees of the units they belong to. Since 2018, all direct administration colleges have taken active action. They established and improved the systems, researched and introduced relevant systems, set up working institutions, strengthened team building, carried out inspections and pilots, and explored methods of inspection methods that were consistent with the characteristics of colleges. The Ministry of Education requires all Party committees in the direct administration colleges to start inspections in 2019.

The success or failure of the business is people. The overall workload of the college inspection work is large, and the situation is more and more complicated. At the same time, policy and professional play an important role in the inspection work. The combination of full-time and part-time inspection teams is unstable. These aspects all put forward higher requirements for the construction of the inspection officials. To train a contingent of competent and professional college inspection team with conviction, politics, responsibility, ability, and style is an organizational guarantee for good college inspections. It is an important measure for the comprehensive implementation of the inspection of the Party Central Committee by colleges, and the main responsibility of implementing inspections. In order to improve the quality of the full coverage of the inspection work, political inspections should give full play to the role of "microscope" and "searchlight", and ensure strict Party self–governance.

Difficulties and Problems in the Construction of the College Inspection Teams
The college inspection work is still in the initial stage of exploration. Involving all aspects of college work, the construction of the inspection team faces difficulties and problems such as “no one is doing”, “will not do it”, “not doing well”, and “how to do it”.

The arduous work, facing the plight of “no one is doing”. There are few full-time officials for the college inspection work. All colleges mainly adopt the mode of participating in the inspection work from the relevant departments to transfer officials with impeccable credentials and excellent professional qualities. It is clear that the personnel are not involved in the original post during the inspection work. However, the original work are arduous and unreplaceable. It is difficult to devote all their energies to the inspection work. Although some of the staff in the inspection team took part in the inspection work, the work of the original department could not be put on for a while. The inspectors can only use the rest time to travel between the inspection work and the original work. To give consideration to both sides lead to health and emotional problems. The dispatch of personnel has been stretched, which has affected the advancement of the inspection work to a certain extent.

Not of high professional level, facing the problem of “will not do it”. The professional quality and work ability of the staff in the inspection team are rather spotty. The capabilities and inspection experience of someone are obviously insufficient. The inspectors generally receive the business training before entering the station, but the training time is too short, and the systematic and pertinence are not well. Each inspection team often organize the study, but it takes a process of practice and accumulation to integrate the knowledge learned into the inspection work. In the short time, the quality of the business is difficult to adapt to the needs of inspection. In practice, the inspectors do not have a good understanding of the inspection targets, inspection operations, inspection methods, work priorities, and work processes. These led to the inability to work, the progress can not keep up with the work requirements, and it is prone to situations such as inaccurate themes, inconsistencies in content, and inconsistencies. Let the inspection effect be greatly reduced. At the end of each round of inspections, a large number of high-quality inspection and inspection backbones will be returned to the original job, and it will take a long period of time to train a new batch of inspection officers. Therefore, the stability and continuity of the inspection officer team is not strong.

The interference of acquaintance society, facing the dilemma of “not doing well”. The essence of inspection work within colleges is a kind of supervision. The colleges have such characteristics as small areas, many acquaintances, and inadequate inspections. The inspection work is inevitably interfered by the “acquaintance society”. This has caused the inspectors to bear greater pressure and affect the quality of inspection. At present, the inspectors involved in the inspections of various colleges are mostly staff members of the college. The targets of the inspections are colleagues who work together. In the same unit, the same working environment and the same background, the attitude of the inspectors to the problems is easily influenced by the psychological contract of the long-term formation between acquiesces. At the same time, the human factor also affects the quality and pertinence of the problem.

The initial stage of exploration, facing the challenge of “how to do it”. The inspection mechanism is not perfect, the job responsibilities are not clear, and the work process is not standardized. These lead to unrecognized and unruly situations in the inspection work. In addition, the assessment, incentive, and guarantee systems are incomplete. There are no perfect plans, measures, and methods for selection and training of inspections. In the inspection work, the daily performance, democratic appraisal, and evaluation results of the inspectors were not fully applied to the evaluation system of the selection and evaluation of personnel in the organizational department. It is difficult to fully mobilize the enthusiasm and initiative of the inspectors to participate in the inspection work.

Measures to Strengthen the Construction of the College Inspection Teams

As an educational organization and academic organization, colleges have their own characteristics and laws in the leadership system and work operation mechanism of Party building.
The construction of inspection teams in colleges should fully consider their own actual conditions. We must attach great importance to their think, firmly establish “four consciousnesses”, and implement “two maintanances”. Consciously unifying thoughts and actions to the decision-making and deployment of the Party Central Committee on the inspection work. The measures must be resolute. In strict accordance with the requirements of the Party Central Committee, we will promote the construction of inspection agencies and improve the management and use mechanism of inspectors. This is to meet the higher requirements of the new situation for the inspection work of colleges. The implementation should be meticulous. The Party committee of the college must conscientiously perform the main responsibility, and the party committee secretary must implement the political responsibility of the first responsible person. Strengthen organizational leadership and implement relevant measures in depth. Under the new situation, the party committees of colleges can start from four aspects: choiceness, education, strictness, and treasure, and build a high-quality professional college inspection team.

**Choiceness: combine full-time and part-time work to strengthen the leadership team of the college inspection.** In accordance with the principle of “combine full-time and part-time work”. At present, the team of college inspectors is composed of full-time staff and persons drawn from relevant work. To ensure that excellent officials are included in the inspection team, it is necessary to highlight political standards, accurately identify and employ people, and select superior and strong inspectors.

It is an important basis for conducting inspections and strengthening team building to improve the leadership system for inspections, establish full-time inspection agencies, and set up a special inspector. The scientific leadership system is an important foundation for the normal, standardized and efficient development of inspection work, and the fundamental guarantee for ensuring the political direction of inspection work. Since 2018, the direct administration colleges have set up the inspection teams and the inspection offices to be responsible for the organization and implementation of inspections. The inspection team is the leading agency of the inspection team, and the inspection office is responsible for the daily specific inspection work. Set up full-time inspecting officer positions, shouldering the functions of overall coordination, work guidance, system construction, service guarantee, supervision and supervision, and training management. Full-time institutions and full-time officers are the basic strength and important means for conducting inspections and strengthening team building.

Establish a dynamically adjustable talent pool to provide a platform for “selection and management” inspection officers. The importance and particularity of the inspection work determines that the inspectors must have higher political quality and business ability. Colleges and universities should sort out officers' information. Through a variety of methods, such as multi-party understanding, organizational recommendations, etc., select officers with high political literacy, excellent business skills, strong coordination skills, good writing skills, strong principles, and dare to face the truth. Provide talent protection for university inspections.

First of all, we must strictly control politics. Putting a clear-cut statement on politics as the primary principle of selection. Loyalty, cleanliness and responsibility are important indicators for selection. Inspecting officers must be politically determined, honest and honest, dare to take responsibility, and be loyal to the party. Ideological and operational support can be highly consistent with the Party Central Committee, obey the Party's discipline, and strictly abide by the party's secrets. Second, familiar with party affairs and related policies and regulations. Has a strong comprehensive coordination, comprehensive text ability, good at discovering and analyzing research problems, and has a strong sense of professionalism and responsibility. Finally, the continuation of the rigorous inspection of the party from the strict implementation of the party has been continuously deepened, and higher requirements have been placed on the level of specialization in the construction of inspection teams. It is necessary to actively absorb talents with expertise in discipline inspection, publicity, personnel, finance, auditing, and law to adapt to the new situation of inspection work. The talent pool is responsible for daily management tracking, training, unified scheduling and dynamic management. The inspection team was adjusted in time...
for some officers who were not well-dressed, not disciplined, and not suitable for inspection work.

Strengthen synergy to leverage teamwork. Each round of inspections, according to the inspection targets and inspection focus, coordinating the officer team. Strive to maximize the efficiency of each inspection team. The inspection team adopts the form of one authorization at a time, has a team leader, deputy team leader, inspector and liaison officer. Moreover, the team leader exercises leadership. In the formation of the inspection team, we must fully consider the professional expertise and work experience of the inspection officers to ensure scientific coordination and effective integration. Pay attention to the principle of avoidance and solve the problem of "acquaintance society". While members of the group are performing their duties, they must further strengthen cooperation. A good working atmosphere of mutual learning, active recruitment, and active collaboration can give full play to teamwork. At the same time, we pay attention to the role of transfer, assistance and guidance, and adherence to the principle of “the old bringing the new and combining old inspector with new”.

**Education: classify and grade to carry out education and training to enhance the energy to fight of the inspection officers.** Conducting grading and classification training for college inspection officers to improve the political quality and business ability to inspection officers

The first is to improve political quality. Political integrity and courage to take responsibility are the most important for inspecting cadres. Insist on using Xi Jinping's new era of socialism with Chinese characteristics to arm the mind. It is necessary to learn, understand, believe and use the party's innovative theory. Enhance political awareness, political acumen, and political discernment. If there are major problems, they should be discovered immediately. Nothing is found to be a dereliction of duty. With adherence to principles and true quality. Really do real inspections, dare to inspection. Dare to point out the unhealthy trend and dare to find problems. All of the above are important political qualities that an inspecting cadre should have.

The second is to strengthen business training. Using multiple platforms, a normalized learning and training mechanism that is the concentration of special training before the inspection, the various groups in the inspection, and the summary after the inspection is formed. It is based on the inspection work regulations and policies reference database, the inspection work system library, the inspection trainer treasury, the inspection policy consulting expert library and the inspection information release platform. Fully build an officer capacity support system with independent learning, foreign aid support, standard reference, and behavior guidance. The inspection work regulations and policy reference database mainly includes the current laws and regulations and policy documents related to the inspection work conducted by the Party Central Committee and the Ministry of Education as a "reference book" for the daily study work of inspection cadres. The inspection work system library is based on the implementation methods of the inspection work of the university and the inspection work procedures as the normative guidance for the inspection work of the college. The inspection trainer's treasury can include carefully prepared training courseware, lectures and lecture videos on the interpretation of relevant policies, the procedural key points, the innovation of the way path, and the practice of inspection operations in colleges. It is used to teach and teach the inspection officers. Learn. The inspection policy consulting expert library experts are selected from various fields of professionals. Its main function is to provide foreign aid services such as professional policy consultation and identification of doubtful issues during the inspection. The WeChat public account was used as the inspection and release information delivery platform. The platform provides information express, authoritative release, and learning center. The inspection officers are regularly pushed to the Party Central Committee and the Ministry of Education for decision-making deployment, policy regulations, information dynamics, and experience and practice results of inspections in various universities.

The third is to insist on promoting learning through practice. The cadres will be selected to participate in the inspection of the Ministry of Education or the training of the university inspection team. This can improve the ideological and political quality and business ability, and further enhance the political position of the inspection officers. It not only strengthens the political awareness of the members of the inspection team, but also enhances their business capabilities,
especially the ability to inspect and supervise professional knowledge, the ability to break through conversations, and accurately grasp the critical issues.

**Strictness: strict supervision and effective constrains to temper the work style of the inspector.** The inspection officers must conscientiously implement the spirit of the eight central regulations, be honest and trustworthy, be fair and disciplined, and consciously accept the supervision of the units under inspection and the teachers and students of the whole college.

The first is to clarify responsibilities. According to the Party’s political and theoretical buildup, consolidate organizations, improve conduct, enforce discipline, and the “sweeping victory” in fighting corruption, and new deployments and new arrangements for college inspections, the responsibilities of inspection are clearly defined. The leader of the inspection team must conscientiously implement the “one position and two responsibilities”. The team leader does both the job and the team. The officers who have problems should be promptly educated and reminded. Daily supervision needs to be strengthened, and the evaluation system after inspection also needs to be formulated.

The second is to improve the system. The integrity and commitment system of the inspector, the education and learning system of the inspection team, and the post responsibility system of the inspector need to be formulated. A series of internal management systems, such as the inspection team leader responsibility system and the group meeting system, need to be improved. The institutionalization and standardization of inspection team management needs to be promoted. Adhere to the combination of strict management and love, and both incentives and constraints. Let each inspector feel the sense of belonging, acquisition, and care. From the system, people who participate in the inspection work can be fully committed. The association between departmental work and inspection work has led to problems of insufficient energy and poor results being avoided.

The third is to clarify the process. According to the standardization of inspection work, the whole process and all aspects are handled according to the law. According to the inspection work procedure, the inspection work flow chart is formulated according to the seven aspects of preparation, understanding, report, feedback, handover, rectification supervision, and archiving.

**Treasure: the performance assessment and evaluation system and the incentive mechanisms to identify the promising officials in the melting pot of inspect and get them well prepared for future jobs.** Xi, the Political Bureau of the Party Central Committee, pointed out that inspections should be used as an important platform for discovering, cultivating and training cadres. In order to carry out the "melting furnace" tempering role of the inspection post, it is necessary to carefully explore the establishment of the "post-inspection evaluation" system, refine the assessment content, and quantify the assessment indicators. After the inspection, the inspection office and the inspection team conducted a comprehensive evaluation and appraisal of the political performance, responsibility awareness, work performance, work style and discipline of the dispatched cadres. The results of the appraisal are fed back to the organization personnel department and the unit where the personnel are dispatched. The organization department regards the performance of cadres in the inspection work as an important reference for cadres to select and select. In the patrol work, those who have loyalty to the party and have excellent style and ability will be selected and used in the important departments and positions. This will play a positive guiding role of “using one person and inspiring a large piece”.

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