

Innovating the Style Construction of University Administrations Based on Rectifying “Formalism, Bureaucracy, Hedonism and Extravagance”

Wang Zuojun

Associate Professor, Ph.D.

Mainly engaged in public administration and strategic management
School of Political Science and Public Administration
Southwest University
Beibei Chongqing
China

Xu Guoping

Postgraduate

Mainly engaged in public administration and strategic management
School of Political Science and Public Administration
Southwest University
Beibei Chongqing
China

Abstract

Innovation is not only the need for style construction progress of University Administrations themselves, also can speed up the pace of development of universities and the process of urgent requirements. For this purpose, the article firstly analyzes the style construction status and existing problems among colleges and universities in China, then from the perspective of in-depth rectification " formalism, bureaucracy, hedonism and extravagance ", puts forward the target style construction in universities—a learning type, service type and honesty type administration. Finally, taking southwest university as an example to show to strengthen and improve the significance of style construction in university administrations.

Keywords: University administration; Style construction; "formalism, bureaucracy, hedonism , extravagance"; path

Supported by Research Base Project on Party Building and Ideological Political of Southwest University : “Mechanism Innovation Research of University’s Party Conduct and Incurrupt Government Construction”. (No.13SWUDJJD03)

1. Introduction

Universities undertake the “personnel training, scientific research, social services, cultural inheritance and innovation” four big missions, provide an important talent guarantee and intellectual support for China’s modernization construction. As the important functional departments of colleges and universities, administration departments are the management center of the school and the internal and external window, in the process of reform and development of colleges and universities play an important role of the bridge and link. University style construction is the focus of the leading cadre’s attitude construction, as a part of the Party’s cadres, is shouldering the important responsibility and mission. As a result, their style of work condition is critical, not only affect the whole university’s spirit, teaching and learning, universities has a closed relationship with four big mission can be fulfilled, and even affect the development process and the success or failure of the cause of higher education in our country. So far, our country most of the staff of the university administration to inherit and carry forward Party’s fine tradition and style, diligent work and unremitting efforts for Party’s education career, but remain corrupt style of formalism, covet enjoyment, and even the phenomenon of corruption, for education career of the party and the people healthy and orderly development of the cause great harm.

Based on this, the innovation style construction of universities should make more efforts to improve staff quality and ability, establish a good image.

2. The Style Construction Analysis of Current Situation and Problems of the Construction of Universities

2.1 The Style and Construction Situation

The end of last century, as a result of the development and the deepening reform of higher education in some colleges and universities put innovation style construction in a prominent position, have adopted a series of means and measures to strengthen the construction of and improve organ style, and some results are obtained. Table 1 lists some of the basic situation in style construction of universities.

Table 1: Some Universities Style Construction Situation in China

Region	Name of University	Conditions of Style Construction
Beijing	Peking University	Formulated the "Interim measures for assessment of cadres of Peking University", required all the departments of the school authority should establish and implement the cadre evaluation system, examination of the heart, can, attendance, performance of four content decomposition of quantitative assessment for a number of specific elements
Hubei	Huazhong University of Science and Technology	Around the world famous universities' construction goal, in order to promote the construction of spiritual civilization and the style of party construction.
Anhui	University of Science and Technology of China	A targeted organ style has five obvious change. Authority departments of each department, head of the main functions are marked on the door, and contact phone number, etc., very convenient dealmaker.
Shandong	Shandong University	In the school since 2000, the goals of construction both at home and abroad well-known high-level university, and hold party building and ideological and political work two main line, vigorously strengthen the construction of the style and made many successful experiences.
Jiangsu	Nanjing University	Put forward the people-oriented, building a learning type, service-oriented, innovative and incorruptible government cadre's team slogan.
Chongqing	Southwest University	Formed organ style construction leading group, carefully summarize organ work style construction, analyzes the existing problems and the further strengthening and improving the school authority of each work style construction, and the working train of thought and solution were determined. Members of the team leader to authority departments regularly check the style, and briefing, appraisal and rectification.

In the above table, the weakest universities attitude construction the basic situation and experience, you can see that organ style construction is always accompanied by the process of the reform and development of various colleges and universities. This also explains the style and construction for the colleges and universities especially combined the importance of the leap-forward development of colleges and universities. Any universities as soon as possible to achieve the goal of fast development, must build the organ style on the agenda, and the great effort to implement well. In the transformation period, the new and old systems of the university authority leading cadres at all levels shall also comply with the new situation, change the original mindset, accelerate the rapid change of ideology and work style, otherwise, will inevitably be is empirical and dogmatic mistakes such as the tendency. But the style and remarkable achievements have been obtained at the same time; there are all sorts of problems. Such as the assessment methods and indexes of inconsistencies, the lack of long-term propulsion mechanism, pay attention to the existing style of leading cadre's personal assessment, and neglect of organ function overall evaluation and so on. To a certain extent, affected the style construction of colleges and universities authority, has led to some organs causing problems such as corruption in colleges and universities.

2.2 Style Construction of Universities “Formalism, Bureaucracy, Hedonism and Extravagance” Problems

Under the new historical condition, some universities' cadres in China deviates from the party's mass line, the party spirit and style are not straight, impact the process of on the development of colleges and universities. Therefore, to solve the problem of the organ style construction of colleges and universities is imminent. Focus on the current style construction, the key of resolving the problem of “formalism, bureaucracy, hedonism and Wasteful”. Authority's attitude construction in colleges and universities should make more efforts in this regard. On June 18, 2013, Xi Jinping, the general secretary are put forward: Concentrated solution formalism and bureaucracy, hedonism and luxury wind the problem of “formalism, bureaucracy, hedonism and extravagance”, “formalism, bureaucracy, hedonism and extravagance” problem solved, other problems to solve in the party also have better conditions.

Held in December 2012, the party's organization construction and the research seminar Liu Yunshan stressed: Party committees at all levels should be fully aware of the extreme importance of strengthened the construction of style of work and realistic urgency, to carry out practical clean the people as the main content of the mass line education practice, as an important carrier to strengthen the construction of the style, really let the party member cadre education in activities, Reached on the ideological style "look in the mirror, is clothes, have a bath, therapy". The existence of the “formalism, bureaucracy, hedonism and Extravagance” phenomenon, with the development requirements of the party in the new era, and the party's mass line runs counter to the nature of education practice. Therefore, concentrating on the “the party's mass line education practice activity”, various universities in response to the central and take a long-term mechanism in-depth rectification “formalism, bureaucracy, hedonism and extravagance” problem.

2.2.1 Formalism: Lack of Service Consciousness and Sense of Responsibility

Formalism is refers to the figure forms only when in work, not actual effect, are keen to build momentum, pushy, work only for the superior responsible, not responsible for the lower, the lack of the service consciousness ,the sense of mission and the sense of responsibility at the very least. University administrations as important functional departments and university primary service windows, its core idea is service. In the overall work in universities, the teaching work is the main way to realize training target, is the center of the university work, administration work only bind to teaching work and closely linked to the activities of the students and teachers, and constantly improve the service attitude and improve the quality of service, to have their own foothold and belonging. Evaluation administrations and staffs achievements, but also should be whether to solve practical problems for teachers and students' satisfaction as the standard. If the university administrations at work only pay attention to form, can't provide good service for the majority of teachers and students, not only is strongly opposed by the teachers and students, eventually is unfavorable to their development. Therefore, university administrations must be positioned, everything around teaching needs and provide quality services in order to develop and strengthen the working sense of mission and the service concept, change the style of work, to adapt to the needs of the reform and development of the universities.

2.2.2 Bureaucracy: Divorced From the Teachers and Students, Regarded Themselves as the Only Authorities

Bureaucratism means their work divorced from reality and the people, ignore their sufferings, just relying on subjective consciousness to make a decision. If we set "Do everything for the people" as the focus, the starting point and the foothold for all the work, they won't stand high above the people, instead of being courtesy, keep closed relationship with practical and people. In China, the phenomenon of weak consciousness of organs aim, bureaucratism, and disregard for the teachers and students' interests has been existing for long time. For example, the leader of the university rarely come to the classroom, the teachers' office and students' dormitory, they are not willing to become one of them, and also not willing to closely communicate with teachers and the students ,so they can't understand the demand of the teachers and students. In the teachers and students work, study on the question of life also show indifference and ignorance; Bureaucratic jargon when talking , said mandarin, seldom consider the feelings of teachers and students, let a person feel "door attainable, face ugly and difficult"; Lack of democracy and personal arbitrary, they don't want to listen to advice and opinion. So, the phenomenon such as decision-making errors often bobs up. If the existence of this phenomenon is long-term and not effectively curbed, it will make a great effect of the whole university's teaching and learning spirit, and also the profound influence on the future development of the universities.

2.2.3 Hedonism and Extravagance: Corrupt life and Sake of Enjoyment

Hedonism refers to covet material comforts, don't pay attention to work, the spirit of malaise, even debauchery total; extravagance refers to doing things love splendor, keep up with extravagance and waste, and even corruption. The reason for this is that they forget the objective consciousness, take their own interests are ahead of the people's interests. In our country, some universities cadres' life style isn't rigorous, their self-discipline consciousness is poor, not strict with themselves, and not in accordance with the standards of party members and cadres to ask themselves, won't be able to obey the laws better, formed the habits of pleasure-seeking, extravagance and waste, the phenomenon of serious damage to the cause of higher education in the people in the image. In addition, the authority of leading cadres' learning momentum is insufficient, the business ability isn't enough, lack of innovation ability and consciousness, led to the lower management level of authority. Therefore, must strengthen the ideological education and training of administration leading cadres, heighten the business level and innovate ability, improve the construction of administration style and the level of management.

The existence of the problem of "formalism, bureaucracy, hedonism and extravagance", for a shadow over administration style construction in universities, have serious negative influence on the development of the universities. According to the Haidian District in the Beijing people's procuratorate shall refuse to handle between 1998 and 2008, the education system of position crime investigation and analysis, the results showed that occur in universities for 46 cases of duty crime 55 people, accounting for 85% of the total education system duty crime cases. So the construction of universities administration style as the main content of the mass line education practice, need to improve the agenda urgently.

3. The Goal of University Administrations Style Building--- Construction of Learning Type, Service Type and Honest Type Organization

To strengthen and improve the universities administration style construction, the solution on the style and the teachers and students reflect the intense prominent question, further enhance the administration development consciousness and responsibility consciousness, service consciousness, to build a learning type, service type and honesty type work team, to further establish the good image of the party and government organizations in universities, make the broad masses of staff of administration in job satisfaction between teachers and students.

3.1 Learning Organization - Improving Learning Ability and Innovative Ability of Personnel

Building learning organization, not only conforms to the requirements of the times, but also help to realize the modernization of the administrations, enhance the administrations' Combat power, cohesion and creativity. At present, the universities are in a critical period of rapid development in our country, its rapid development is very indispensable for the strong coordination and cooperation of the university administrations, and the important responsibility and mission they shouldered. But in terms of actual situation, and now many of the university administrations there are some with the new situation, new situation and new tasks request don't adapt to the problem. Under the guidance of this kind of problem, make our country's universities must become learning type administration, in order to promote the knowledge, work and management innovation of the universities, to build a kind of in line with the university administration culture with the characteristic of Chinese universities, comprehensive improve the quality of the administrations leading cadres, administrations style, accelerate the pace of the construction of modern administration. According to the path of figure 1, for building a learning type university administration, firstly, leaders need to administration personnel training in universities, strengthen the party spirit cultivation, knowledge quality and service consciousness. To improve the traditional style of concept and mode, "the style of warmhearted service, moving, clean gratifying" is a new pattern of style, which is the basis of building a learning type administration. Secondly, the mass line long-term development of education practice and implementation agencies honest thoughts and sense of service, dedication and cooperation concept of self-improvement, is building a learning type administrations' up tension, sustained development to a higher level. Thirdly, only will be individual and group, partial and whole, measures and effective system integration, to truly become a learning type administration to effective against "formalism, bureaucracy, hedonism and extravagance".

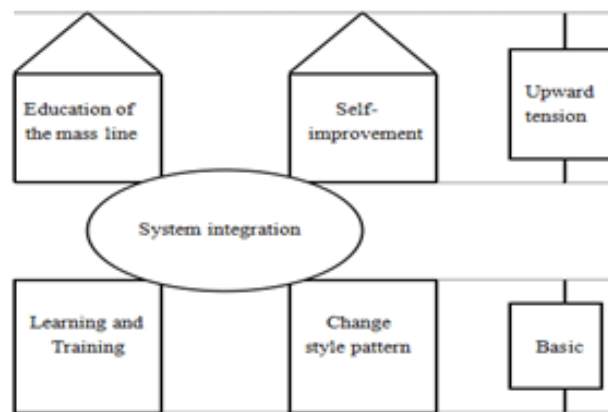


Figure 1: Building Learning Organizations

3.2 Service Type Organization - Improving the Service Level and Ability

In the new historical stage, the universities create “service type administration” is one of the effective ways to solve the new situation and new problem. According to the characteristics of the university administrations’ work and practice, through building a operation efficiency, scientific and reasonable service administrations, helps to strengthen and improve the style construction, the service mode, service attitude, standardize services, and innovatively service carrier, for enhancing service awareness and quality, implement administration from management to service. Address style and is not conducive to the outstanding problems of the reform and development in universities, to solve the most concerned problems, staff and students do really keep closed relationship with the masses, sincerely listen to the voice of teachers and students, and truly understand the teachers and students’ expectation, overcome difficulties between teachers and students love. Only in this way, can truly establish administrations’ good image of “pragmatic, efficient, clean and civilized” .

3.3 Honest Type Organization—Forming the Fine Style of Honest and Self-disciplined

The target of honest type organization is through integrity, responsibility, integrity, sound system, integrity, discipline, integrity, supervision in place measures such as efforts to build a first-class organ of the people, pragmatic, honest. Administrations of universities to carry out the party spirit and party discipline education, advancing the honest cultural construction, education guidance administrations of leading cadres often take place, often for the heart of self-disciplined, cogent accomplish style decent, honest health, appeal, and efforts to practice thrift, oppose extravagance and waste good habits. Further standardize official entertaining, pay attention to save in the reception, to use limited funds and resources, reform and development in universities to improve conditions for teaching and scientific research, service, the staff and students. Universities in recent years, administration in order to enhance to strengthen team construction as the core, focusing on expanding administration connotation, to carry out clean type authority to create activities for the gripper, continuously strengthen the administration according to law, to standardize the administrative law enforcement, effectively prevent the corruption.

4. Path to Achieve the Goal of Building the University Administrations Style

In order to strengthen universities administrations style construction, the key is to implement them. Universities should firmly grip the theme of style building to refine quality, enhance service, strengthen management, so that universities administrations can truly be an important bridge and link to contact grass-roots level, contact with the masses and contact the teachers and students, in order to provide a strong guarantee for conducting the Party's various task. For this purpose, we need to make efforts from four aspects as follows to strengthen universities administrations’ style building.

4.1 Improving Quality and Enhancing the Working Ability

It is a long-term and tough task through the administrations’ style building to improve the institute staffs’ theory quality and professional quality and enhance the ability to serve the grass-roots and the teachers and students. This requires administrations staffs have good moral qualities and operational capability to provide a high level of management and services.

Furthermore, administrations staffs also must correctly handle the relationship between learning and working, in order to promote the work of learning and enhance learning at work; they should also be brave and good to break the old thinking and understanding and make ideas and concepts synchronous with the times; they should also vigorously promote working innovation and enhance the ability to serve the university development, teaching and research work.

4.2 Changing Concepts and Enhancing Service Awareness

Universities administrations’ function is to provide management and service. Therefore, the administrations departments shall firmly establish the purpose of serving the students and teachers, and implement "people-oriented" service concept, to do service work for teaching, researching and personnel training and providing convenient, efficient and quality service to the majority of teachers and students. We must resolutely overcome and eliminate formalism and bureaucratism, adhere to the mass line, and do the work of the various services to the grass roots. We can continuously improve the quality of service only if we change the traditional management concept.

4.3 Establishing New Systems and Regulating the Internal Management

Administration’s style building is a major image project for universities. The administrations work style is first reflected in the degree of specification work and we need some rules and regulations to constrain the degree of normative work. Complete rules and regulations can greatly improve the administrations work efficiency and improve the image of administrations and these rules are also an indispensable guarantee to strengthen the universities administrations style construction. Establishing and improving rules and regulations are the precondition of scientific management and normative service and also the basis to evaluate the quality of service, the level of work and the work performance (Liu Hongxing, 2007). Therefore, we need to establish and improve the various rules and regulations to make administrations works have rules to obey and orders to follow.

4.4 Strengthening Supervision and Establishing the Evaluation Mechanism

Universities administration style building is not trivial, which is not only related to the image of the internal staff, but also related to the overall image and combat of the administration. For this purpose, the universities can utilize suggestion boxes, seminars, networking and other forms to accept the supervision of teachers and students and to take opinions and suggestions on the work-style building to the utmost. We can reward the good administrations and individuals and implement the mechanism to combine examination results with the rewards and punishment. This mechanism which combines monitoring and evaluation is conducive to create an administration workforce with good thought, high quality, strong capacity and good style.

Based on the foregoing analysis, we can build a general framework for innovation in the university administration style construction, shown in Figure 2.

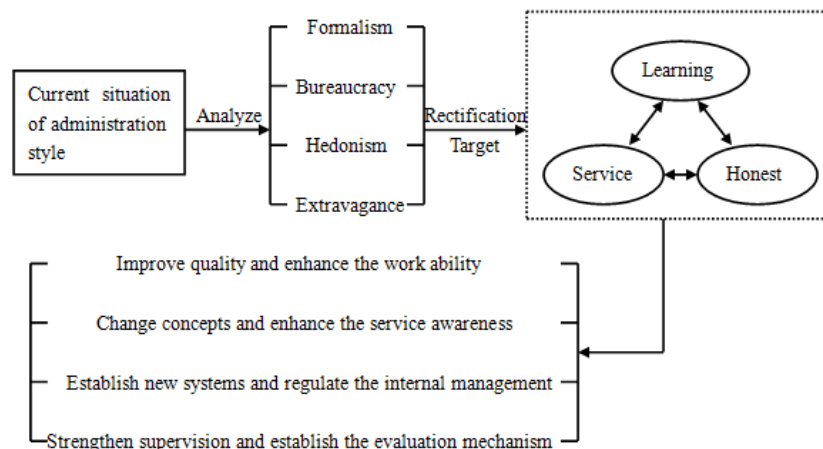


Figure 2: Framework for Innovating University Administrations’ Style Construction

5. Case Study on Innovating Style Construction in Southwest University (SWU, the same below)

On March 26, 2010, the SWU Party Committee and Discipline Inspection Committee convened the Party and political cadres of the administrations, affiliated agencies and affiliated Secondary School together to hold school administrations style construction meeting in the guideline of building a learning type, service type and honest type administration to prevent corrupt. The meeting comprehensively promoted administration style construction mobilization and deployment, which is under the new situation of reform and innovation. The meeting was mainly related to the strengthening and improvement of the importance of administration style building. the current problems in the construction of university authorities, the style of construction work requirements, the guidelines and objectives of the style construction, style building assessment methods, etc., and the meeting also summarized the organs school style problems in construction work and studied and deployed the further school department style construction work about how to strengthen and improve the situation. The style building meeting enabled departments and the various administrations to fully understand the necessity and importance of style building. Under the guidance of the spirit of the meeting, the university can implement actions, strengthen the management, act by law, and constantly improve efficiency, which has played a remarkable effect to strengthen and improve the school administrations style building.

5.1 Problems on Style Building in Southwest University

In the grim situation of the rapid development of higher education, university administrations style building faces new challenges in order to strengthen the connotative development process. The administrations style building challenges which the SWU faces are as follows.

Firstly, the political literacy, the political consciousness and Party consciousness of some administration sector staffs are not high, which leads to one-sided and fuzzy understanding of the issues, thinking and acting by immediate interests and their own interests. These behaviors seriously affected the social image of administrations and departments. Secondly, the ability quality and professional skills of some administration are low; the innovation consciousness isn't strong; they are lack of necessary ability to promote the development of universities and also in the lack of ability about strategic thinking, dialectical thinking, systems thinking and creative thinking. Thirdly, university functions overlap and the division is unclear, which leads to the division of responsibilities, bringing the difficulty for the entire administration and personal style assessment; therefore, it takes the opportunity for some staffs to make some administrations corrupt. They are lacking in the awareness of service and mission, especially for the demands and vital interests of teachers and students. Finally, university rules and regulations aren't perfect, decision-making isn't scientific and democratic; the work isn't so systematic and coordinated; assessment, supervision and evaluation system isn't perfect and the system to promote the development of university supervision isn't perfect.

5.2 Measures to Strengthen Institutions and Departments Style Building in Southwest University

In order to truly implement the school authorities style building, university leaders attach great importance to the continuous efforts and set up a special group to lead the department style construction, which implements a series of effective reform measures to make the work-style appearance improved.

5.2.1 Strengthening Leadership Responsibility and Improving the Assessment

The school leaders have incumbent responsibility upon the style building of various administrations. University leaders should have a high sense of responsibility and mission, strengthen guidance and supervision to affiliated institutions and departments and play an exemplary role to take the lead. The university leaders should promptly resolve the problems in the administration department and prevent the deterioration of unhealthy practices. In addition, we should improve the assessment mechanism and reward the outstanding administration department and its staffs in construction of work style.

For this purpose, the SWU enacted *Southwest University Authorities Style Building Assessment methods* in order to promote administration department staffs' motivation, initiative and creativity.

5.2.2 Strengthening Party Institutions Building and Improving the Working Mechanism

To strengthen and improve the style construction of university administration departments, university should fully play their advanced and exemplary role of party organizations and party members and cadres, and utilize the party's advanced nature and purity in order to stimulate and promote the administrations and departments to form a good working style.

In addition, the university also unify leadership by the university administration to establish and improve the style building leadership team; university administration leading group offices of style construction organize and coordinate; Party administration separately organize and implement; the main leaders of the agencies and departments have the first responsibility for the administrations style building and this working mechanism plays a positive effect (Zhang Yueguang, 2010).

5.2.3 Broadening the Channels of Supervision and Strengthening Supervision

Strengthening supervision on the administrations and departments is an important way to improve style building. The administrations should smooth supervision departments' channels and receive extensive supervision from superiors, subordinates and also the same level. Party Committees and Discipline Inspection Commissions should improve the supervision mechanism, strengthen supervision and improve the frequency of inspection. Authority departments of same level can implement mutual supervision and the errors found in the monitoring process should be promptly noted and given corrections. The effect of the supervision from teachers and students to improve the style is particularly evident; the majority of teachers and students should be actively involved and timely put forward advice and recommendations to ensure the organ style construction achieve tangible results.

In short, the university authority's style building is a systematic engineering and a long and arduous task. Under the guidance of constructing a learning, service and honest type organization, the university should continue to increase the work capacity, enhance service awareness, regulate the internal management and strengthen supervision and evaluation mechanism, leading the administration style building to a new level. We can truly put an end to the "formalism, bureaucracy, hedonism and extravagance" in this way, and serve the teaching and researching for the majority of teachers and students and serve to build a harmonious campus.

6. References

- Chen Cheng(2007). Establishing "service type administration". Journal of Inner Mongolia College of Finance and Economics (Comprehensive Edition), (5), 24.
- Huang Dong(2010). Long-term mechanism of constructing work style of cadres to promote scientific development of universities. Journal of Hunan University of Science and Engineering, (2), 102-103.
- Liu Hongxing(2007). Construction of working style in administration offices and building of harmonious campus. Journal of Nanchang Institute of Technology, (10), 11.
- Liu Yunshan(2012, December 24). Regard the style building as a party building focus and achieve tangible results. People's Daily, p. A1.
- Wang Luansheng & Jin Li (2005). Ideas of universities administration style building. Journal of Guangxi Police Academy, (2), 49.
- Xi Jinping(2013). Speech at the Party's mass line educational practice working conference. CPCNEWS. Available: <http://cpc.people.com.cn>.
- Yao Dabin(2005). Ponderations and practice of the establishment of work style of office in university. Journal of Anhui University of Technology, (5), 131
- Zhang Hengsheng et al. (1995). Investigation and research. Beijing: Higher Education Press, the Outstanding Research Achievements Selections of Discipline Inspection and Supervision of National Education System, P. 12.
- Zhang Yueguang (2010, March 26). Speech at the style construction working meeting at the Southwest University.