

Research on the Path to Enhancing the Leadership of Party Branch Secretaries of University Teachers

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ABSTRACT

This paper aims to explore the path of enhancing the leadership of college teachers' party branch secretaries. The leadership of college teacher party branch secretaries includes political leadership, ideological leadership, organizational coordination, and service to teachers and students. The paper analyzes the cultivation of student party members, the role positioning of "dual leaders" party branch secretaries for teachers, and the integration of party building and ideological and political work; The paper proposes specific measures such as strengthening theoretical learning, improving business capabilities, innovating work methods, enhancing team building, and improving assessment and evaluation. This helps to enhance the leadership of party branch secretaries of university teachers and provides strong support for party building and ideological and political work in universities.

KEYWORDS

university teachers; Party branch secretary; leadership; upgrade path

1 Introduction

The Party branch of university teachers is the grassroots organization of the Party, serving as a bridge and link between the Party and the vast number of teachers. As the core leader of the Party branch, the leadership strength of the teacher Party branch secretary directly affects the role of the Party branch as a fighting fortress and the exemplary role of Party members. In the new era, strengthening the leadership construction of party branch secretaries of university teachers can help promote the innovative development of party building and ideological and political work in universities, and provide strong political guarantees for cultivating socialist builders and successors with comprehensive development in morality, intelligence, physical fitness, aesthetics, and labor.

2 The Importance of Enhancing the Leadership of Party Branch Secretaries of College Teachers

2.1 The Need to Strengthen the Party Building Work in Universities

The Party branch of university teachers is the foundation of university Party building work. As the leading core of the Party branch, the improvement of the leadership of the teacher Party branch secretary is of great significance for strengthening the Party building work in universities. We must effectively lead the members of the Party branch to work together and effectively play the role of the Party branch as a fighting fortress.^[1] By enhancing leadership, teachers' Party branch secretaries can play a greater role in ideological guidance, organizational construction, Party member

education, and other aspects, promoting the continuous innovation and development of Party building work in universities.

2.2 The Need to Cultivate High-Quality Talents

As the backbone of the teaching staff, the leadership enhancement of the teacher Party branch secretary is of great significance for cultivating high-quality talents. Improving the leadership of teachers' Party branch secretaries can help better leverage the organizational and coordinating role of Party branches. The Party branch can consolidate the strength of the teaching team, organize various teaching seminars and professional improvement activities. Effective leadership can promote the construction of the teaching team, stimulate teachers' teaching enthusiasm and innovative spirit, and continuously improve the quality of education and teaching. This can provide more high-quality talents with both moral integrity and talent for society, and help promote the vigorous development of the national education industry.

3 The Problems Faced by the Leadership Enhancement of Party Branch Secretaries of University Teachers

3.1 The Level of Political Theory Needs to be Improved

Some college teachers' party branch secretaries lack in-depth learning of the Party's theoretical knowledge, have low levels of political theory, and lack a profound understanding and accurate grasp of the Party's line, principles, and policies, making it difficult for them to fully exert their political leadership role in their work. This not only affects the cohesion and combat effectiveness of the Party branch, but also poses certain obstacles for universities in implementing the party's education policy and the fundamental task of cultivating morality and talents. This cannot guide teachers and students to establish the correct political orientation, which is not conducive to the healthy and sustainable development of higher education.

3.2 Business Capabilities Need to be Strengthened

Some college teachers' Party branch secretaries are not familiar with the business of party building work and have shown inadequate performance in the specific practice of party building work; It has long relied on traditional work methods and has a single model, making it difficult to meet the needs of party building work in the new era. ^[2] More prominently, some Party branch secretaries lack innovative consciousness and ability, and when organizing and carrying out Party branch activities, the forms are outdated, making it difficult to stimulate the enthusiasm of party members to participate. In terms of Party member education and management, it is also conservative and lacks specificity and effectiveness, resulting in poor effectiveness and loose management of Party member education. This seriously affects the vitality of the party branch.

3.3 The Team Building Ability Needs to be Improved

In some universities, there are obvious shortcomings in the team building work of teacher Party branch secretaries. Either due to a lack of systematic training or insufficient practical accumulation, there is no mature experience to draw on in team building, nor effective application of management methods. ^[3] In addition, they also lack communication and coordination, resulting in poor information transmission and untimely feedback, which seriously affects the collaborative

development of the team. This in turn makes it difficult for team building to effectively meet the practical needs of university Party building and educational teaching work, affecting the orderly progress of university Party building work.

3.4 The Assessment and Evaluation Mechanism is not Perfect

Some universities have incomplete assessment and evaluation mechanisms for teacher Party branch secretaries, with incomplete assessment content, unscientific assessment methods, lack of diversified evaluation methods, and a lack of active participation from party members and the masses. At the same time, the assessment results were not fully utilized and were not effectively linked to reward mechanisms, or promotion opportunities, making it difficult to form strong incentives for teacher Party branch secretaries. This leads to a lack of motivation to continuously improve their leadership skills, which is not conducive to the high-quality development of Party building work in universities.

4 The Path to Enhancing the Leadership of Party Branch Secretaries of College Teachers

4.1 To Strengthen Theoretical Learning and Improve Political Literacy

At the same time, the secretary of the teacher's Party branch should always pay attention to the latest line, principles, and policies of the Party, actively understand national affairs and current political events. It is also necessary to analyze and understand various information, enhance political sensitivity and discernment, and ensure that the relevant work of the Party branch is highly in line with the requirements of the Party Central Committee. In addition, the study of theoretical knowledge of Party building cannot be ignored. The secretary of the teacher's Party branch should carefully study and comprehensively master the working methods and skills of various links such as party organization construction, Party member education and management, and Party branch activities, effectively improve the professional ability of Party building work, and lay a solid foundation for the development of the Party branch.

4.2 To Improve Business Capabilities and Enhance Work Efficiency

Universities need to attach great importance to the construction of the team of teachers' Party branch secretaries and regularly organize their participation in systematic business training. During this process, experienced experts and scholars in the field of Party building should be actively invited to give special lectures, covering various aspects such as Party building theory and practical case analysis, in order to comprehensively improve the professional level of Party building work of teacher Party branch secretaries. In addition, it is necessary to strongly encourage teachers' Party branch secretaries to actively participate in various academic exchange activities, and to continuously broaden their horizons and increase their knowledge through exchanges with personnel from different fields and backgrounds. The secretary of the teacher's Party branch should closely integrate with daily work reality, actively explore and innovate methods of Party building work. For example, the "Internet and Party building" model should be skillfully adopted, and online platforms should be used to carry out party learning, ideological exchanges and other activities. At the same time, offline life meetings, theme Party days and other activities should be combined to form a new form of online and offline party branch activities. In addition, the secretary of the teacher's Party branch should deeply integrate party building work with the school's teaching,

scientific research, management and other work, and fully exercise their organizational and coordination abilities as well as their ability to serve teachers and students in practical work.^[4]

4.3 To Enhance Team Building Capabilities and Improve the Cohesion of the Party Branch

The secretary of the teacher's Party branch should attach great importance to the key link of team building in their work. We should carefully select and strengthen the members of the Party branch, and clarify the specific division of labor based on each member's expertise, ensuring that each member performs their duties and forming a strong working force for the entire team. Regular convening of branch committees is an important guarantee for orderly promotion of Party branch work. In the meeting, it is necessary to conduct in-depth research and deployment of various work of the Party branch, comprehensively analyze the key and difficult issues of work, brainstorm, continuously improve the decision-making level and execution ability of the team, and ensure that every decision can be accurately implemented. In addition, full care and concern should be given to Party members, paying attention to their conditions in work, study, and life, and timely helping to solve practical difficulties and problems.

4.4 To Improve the Assessment and Evaluation Mechanism to Motivate Party Branch Secretaries to Enhance Their Leadership Skills

Universities should establish a scientific assessment and evaluation system, clarify the assessment content, standards, and methods. The assessment content should cover aspects such as political quality, professional ability, team building, and work effectiveness; The assessment criteria should be specific and quantifiable; The assessment methods should be diverse, using a combination of self-evaluation, public evaluation, and superior assessment. Colleges and universities should link the assessment results with the promotion, professional title evaluation, and outstanding performance evaluation of teachers' Party branch secretaries. Excellent Party branch secretaries should be commended and rewarded, while those who fail the assessment should be criticized, educated, or have their positions adjusted.^[5]

5 Guarantee Measures for Enhancing the Leadership of Party Branch Secretaries of University Teachers

5.1 To Strengthen Organizational Leadership

University Party committees should attach great importance to the leadership enhancement of teacher Party branch secretaries from a strategic perspective, and regard it as an important core content of the overall planning of university Party building work. They should further strengthen organizational leadership and clarify the work responsibilities of various departments and relevant personnel.

At the same time, a sound leadership system and working mechanism should be established, such as setting up a special leadership group responsible for regularly evaluating and guiding the improvement of work; A communication and coordination mechanism should be established to promptly resolve issues that arise during work; An incentive mechanism can also be established to commend outstanding Party branch secretaries and provide comprehensive and powerful guarantees for the leadership improvement of teacher Party branch secretaries.

5.2 To Provide Support and Guarantee

Universities should provide necessary support and guarantees for teachers' Party branch secretaries, such as providing training funds, activity funds, etc. We should strengthen our care and love for teachers' Party branch secretaries, and help them solve practical difficulties in their work and life. At the same time, it is also necessary to build a communication platform for teachers' Party branch secretaries to promote experience exchange and learning reference.

5.3 To Create a Good Atmosphere

Colleges and universities should create a good atmosphere, encourage teachers and Party branch secretaries to actively explore and innovate, and be brave enough to take on responsibilities. Universities should promote and publicize the advanced deeds and high-quality experience and practices of teachers' Party branch secretaries, and stimulate their enthusiasm and initiative in work. We also need to strengthen the publicity and reporting of the leadership enhancement work of teacher Party branch secretaries, and create a good atmosphere that values and supports Party building.

6 Conclusion

In summary, enhancing the leadership of college teachers' Party branch secretaries is a long-term and systematic project. By strengthening theoretical learning, improving professional skills, enhancing team building, and improving assessment and evaluation, it can help college teachers' Party branch secretaries better fulfill their responsibilities. This not only concerns the high-quality development of party building work in universities, but also has a profound impact on the overall development of universities. In the future, we should continue to pay attention to the development and changes in this field, actively explore new methods and approaches, ensure that the leadership of teacher Party branch secretaries keeps pace with the times, and continue to play a key role in cultivating new talents and promoting the development of education.

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