

On the “Short Board” and Countermeasures in the Scientific Research Management of Private Colleges and Universities

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ABSTRACT. Scientific and technological innovation is the driving force of development, and colleges and universities are the cradle of cultivating scientific and technological talents. In order to carry out the policy of “rejuvenating the country through science and education”, this paper intends to take multiple measures to make up the “weak points” from the current situation of the research work in private universities. Talk about a little shallow view, so as to promote the comprehensive development of private colleges and universities.

KEYWORDS: Private colleges and universities, Short plate, Countermeasures

1. Introduction

Science and technology are the primary productive forces. The level of science and technology determines the economic lifeline and social stability of a country. Since all the time, the state has been adhering to the policy of “rejuvenating the country through science and education”, has always been highly concerned about the development and innovation of science and technology, step by step, continue to increase the investment in scientific research funds, so that China's scientific and technological development achievements, changing with each passing day, bright prospects!

Colleges and universities are the cradle of cultivating scientific and technological talents. The spring breeze of “rejuvenating the country through science and education” has continuously promoted the flowers of scientific research in colleges and universities in China, and produced gratifying fruits.

In view of some colleges and universities (especially private colleges) is not too perfect, scientific research management system to some extent, restricted the development and research level to high level, while private colleges as “new”, in the higher education in the aspect of scientific research management and has its particularity, so it should be “plowed, self-motivated forward”, to strengthen scientific research management level and serious efforts.

2. “Weak Links” in Current Scientific Research Management

2.1 Lack of Sound and Reasonable Incentive Mechanism.

Private colleges and universities have few full-time teachers and heavy teaching tasks. I mainly focus on teaching, curriculum reform, student competition, graduation thesis writing and other professional work, so we have little time and energy to invest in scientific research. In addition, the current incentive mechanism for scientific research is not sound in some aspects, or even unreasonable, leading to insufficient motivation for teachers to participate in scientific research.

2.2 The Scientific Research Project Exceeds the Scheduled Period, and the Results Cannot Reach the Target.

Any scientific research project from the project approval to the achievement, has its predetermined time limit. Run by the local college teachers are often appears the phenomenon of scientific research projects beyond the scheduled time limit, mainly because: one is the application of some teachers only pay attention to scientific research project, project, and to fully pay the time and effort involved in the whole process of scientific research and access to scientific results of high quality estimate shortage, and delay the progress of scientific research project; Second, some teachers' resignation, pregnancy and other objective reasons affect the normal progress and completion of scientific research

projects as scheduled; Third, there are still a few teachers who apply for scientific research projects to cope with the tasks assigned by the school or as the "stepping-stone" for promotion of professional titles. They pay little attention to and have no interest in scientific research, which leads to the delay of the project. Fourth, some teachers often set too high goals (such as publishing high-level core journals, writing academic monographs, etc.) in the project application to promote the successful establishment of the project. However, due to the weak foundation of scientific research and the lack of scientific research team, the project results could not reach the set goals and requirements, and the "delivery" could not be scheduled.

2.3 Unreasonable Budget Preparation of Project Funds and Excessive "Planning".

The budget of the scientific research project is prepared according to the actual needs of the project in the research process.

The scope of use shall not be expanded without authorization, other expenses unrelated to the research project shall be included in the compilation content, and shall be earmarked for special purpose. Previously, in some scientific research project declaration, some project director when making project budget preparation, only in response to the need of project application, the funds budget requirements, not in the process of research funding from the project according to the actual usage of seriously and carefully business accounting, resulting in the inclusion of some non-research related funding into the formulation, such as the accommodation in the city (in the practical project research, there is no accommodation in the city). After the final project is approved, the expense is often not reimbursed.

2.4 The Evaluation and Reward Standards Are Too Mechanical.

In the management of scientific research, due to the particularity of private colleges, not for each project, each achievement classify to formulate the corresponding standards, assessment, rewards and caused the different categories and levels of scientific research funding, reward too, give a person a kind of "one-pot" feeling, also affect the enthusiasm of some of the winners. At the same time, it also causes the phenomenon that teachers frequently leave their posts and move to and from different places. As a result, some scientific research projects have just started or are in the process of research, and are forced to terminate due to the resignation of the responsible person.

3. Countermeasures to Promote Scientific Research Management

The scientific research work of private colleges and universities covers the supervision and management of a series of links, such as the application, pre-evaluation, project approval, mid-term inspection, conclusion and appraisal of scientific research achievements. It is a "system engineering" jointly participated by scientific research management personnel, scientific research project leader and evaluation experts. The purpose of strengthening management is to ensure the smooth progress of scientific research projects and to "hatch" high-quality scientific research results. Promote teaching by scientific research, feed back teaching, and then promote the continuous innovative development of the school, grow ahead!

Therefore, the author believes that in order to play the "supporting" role of scientific research and strengthen management, we must earnestly do the following work:

3.1 Scientific Research Project Management.

Everything has its source. Projects are the source of scientific research. No project, scientific research is no "this" wood, no "rice" cooking, it can be seen that the project is crucial! At present, the sources of research projects in private colleges and universities are mainly divided into horizontal projects and vertical projects. Vertical projects come from educational institutions of national and local governments, mainly for basic research and applied research. In view of this, the management of access to scientific research projects must be fully in place, interlocking and even permeating the whole process of scientific research.

First of all, the declaration and approval of good projects. You should tailor your shoes to fit your shoes. In order to choose a project that is suitable for the actual situation of our school, in line with the scientific research level of project participants and has certain scientific research significance, we should avoid aiming too high and aiming too high; Secondly, we should adopt the "go out, invite in" approach, and actively keep close contact with relevant enterprises and educational institutions to understand their aspirations and needs, obtain their support and help, and maximize the acquisition of suitable scientific research projects. And to obtain the scientific research project further careful screening, careful screening, to ensure the success of its declaration! Again, in view of the phenomenon that a small number of

project leaders attach more importance to project approval than to process and results, the three links of proposal review, mid-term inspection review and final acceptance shall be strictly controlled, and the opinions of experts in the industry shall be taken as the only basis for determining whether the project passes the review, so as to ensure that the project can be completed as scheduled according to the established objectives with quality and quantity.

3.2 Focus on the Construction of Scientific Research Team.

The human factor comes first. After the successful application and approval of the scientific research project, the scientific research participant is the decisive factor. Scientific research is both mental and physical work. Need scientific research personnel to bear hardships and stand hard work, selfless dedication spirit. In view of the current situation of teachers in private colleges and universities, we must take multiple measures to strengthen the “weak links” :

First, we should strengthen ideological training, constantly stimulate teachers' subjective initiative to participate in scientific research, and guide them to correctly understand and sagaciously deal with the complementary and inseparable relationship between scientific research and teaching, so as to truly realize both scientific research and teaching. Second, strengthen skill training. Popularize knowledge and procedures related to participating in scientific research, and further improve teachers' cognitive level of scientific research, language organization skills and essay writing ability. Third, we need to strengthen the foundation for scientific research. In view of the current weak links, we must focus on the establishment of scientific research and innovation team. While focusing on cultivating and supporting the existing academic backbones, the university has gradually introduced some highly educated, professional and capable talents to the research team, and also hired foreign teachers to form a “trinity”, complementary advantages and a good academic atmosphere of cooperation.

3.3 Allocation of Scientific Research Funds.

As the saying goes: good steel for the knife's edge. In view of the relatively “narrow” funding source and relatively “weak” financial strength of private universities, the funds available for scientific research are very limited. Therefore, how to make good use of this fund, give full play to its maximum performance and proper allocation is the key.

For this reason, first of all, the unified calculation standard of scientific research workload should be made clear, and corresponding returns should be given with reference to the same teaching workload. In the past, “due to the weak foundation of scientific research, there is no unified calculation standard for scientific research workload, teachers often invest a lot of time and energy in scientific research, and the declared scientific research project can neither be successfully approved nor be rewarded”. Second, the implementation shall be carried out in accordance with the budget of funds, and generally it shall not be changed after the fact. It is forbidden to expand the scope of the use of funds without authorization, and incorporate the use of funds that are not part of the project into the budget. It is necessary to ensure that the budget of funds in the early stage is matched with the actual use of funds in the later stage. Third, we must strictly examine and verify the budgets for scientific research funds. Examination and approval personnel should strengthen the sense of justice and responsibility, carefully consider, careful accounting, fairness, impartiality, eliminate the “good guy” thought, to ensure that the project funds are really used for scientific research.

3.4 Improve the Scientific Research Mechanism.

Institutions are the yardstick by which people's behavior is regulated. All departments and units have corresponding rules and regulations for their “ballast”, scientific research is no exception. In view of the precision, meticulousness and rigor of scientific research, no falsity or deception shall be permitted. Therefore, it is imperative to establish and perfect a set of articles of association for its “escort”!

First, we will improve the incentive mechanism. On the basis of the original articles of association and the actual situation of our school, we should enrich the corresponding content of the scientific research participants, so that they really feel hard and have “merit”. It is necessary to create new ideas, strengthen weak points, and combine the “leverage” such as target assessment, post setting and special funds to further stimulate teachers' enthusiasm and confidence in participating in scientific research, so as to consciously invest in scientific research. Second, we need to improve management mechanisms. To further give full play to the long-term functions of the existing scientific research “second-level” management mechanism, full-time management personnel at all levels of scientific research should focus on “scientific research”, keep in mind the “mission”, and perform their respective duties and responsibilities; To act according to rules and regulations; Unite as one, unite as one; To effectively perform a series of management functions such as coordination, supervision, monitoring and evaluation of scientific research work. And pay attention to the timely summary of experience, gather the wisdom of the effective management practice, rise to the theoretical terms, constantly innovate the content of the management system, make the management means more standardized,

management effect more superior! Third, we will improve the incentive mechanism. There are rewards and punishments; reward and punishment are distinct. It is an effective measure to mobilize work enthusiasm and restrain illegal behavior. Through a fair, objective, scientific and standardized evaluation system, the quality and quantity of scientific research achievements should be comprehensively evaluated, and valuable scientific research achievements should be rewarded and promoted in time, so as to expand the "example" effect. At the same time, effective control measures should be taken in time to deal with the phenomenon of "project loss caused by teachers leaving private colleges". The person in charge of the research project must sign a "written pledge to fulfill a military order" with the school, promising to "complete the research tasks during the work in the school". Defaulters will be punished by deducting bonuses, subsidies and support funds in accordance with the disciplinary provisions.

3.5 Quality of Scientific Research Achievements.

It is the common goal of the research participants to obtain the high-quality research results of the project. To advocate "of men and his ability" spirit of dedication, hard, guide teacher docile thoughts, and studying, cultivating, collaborative innovation, resilience to "maintain qingshan not relax", "not the results don't give up" bullheadedness, create a high quality over quantity of scientific research, to add "strength" for the enterprise, win honor for our motherland!

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