

On the Role of Archival Work in Talent Cultivation at Colleges

Yonghong Xiao^{1,a}

¹Wuhan Textile University, Wuhan, Hubei Province, China

^a394874356@qq.com

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Abstract: College archives are important cultural resources, which play an indispensable role in talent cultivation. Colleges and universities should fully tap into the cultural connotation of archives. The important role can be embodied from six aspects: constructing educational resource environment, strengthening educational service concept, constructing archives resources, filing students' growth archives, constructing archives educational platform and exerting educational function through practice.

1. Introduction

University archives are the important information resources, the witness of the university's development, and the main carrier of recording and preserving its management process, advantages and characteristics. Archives work is a fundamental work in colleges and universities, which has unique advantages in talent training. Under the new situation, how to give full play to the important role of archives work in talent training has become an important issue for archives managers in colleges and universities.

2. The Important Role Archival Work Plays in College Talent Cultivation

At the National Education Conference and the Conference on University Ideological Work, Xi Jinping stresses that it is the fundamental task to establish moral integrity and cultivate people, and that ideological and political work should be carried out throughout the whole process of education and teaching, so as to realize the whole-process and all-dimensional education and create a new situation for the development of higher education in China. The opinions of the CPC Central Committee and the State Council on strengthening and improving the ideological and political work in colleges under the new situation pointed out that the whole process and all-round education should be carried out by all members, and the ideological value should be guided through the whole process and every link of education and teaching.

In recent years, the collection resources and archives content of university archives have become increasingly rich. Archives not only have a variety of text materials, charts, data, as well as audio, video and a variety of kind and so on. Under the background of big data, college archives, as an information carrier, systematically record the development and evolution, historical changes of school and its major events in each historical stage, in which the school's history and culture are deeply contained. University culture can be preserved and inherited through archives and it can be spread and developed in various ways. Compared with students' acquisition of knowledge from classroom teaching or books and materials, it is more suitable for the young students' psychological development and thus plays a special educational function. While offering its inquiry and usage service, The archives department of colleges should also take the initiative to participate in the process of education and teaching, gives full play to the special advantages of archives, expands the educational function, and takes part in the talent training around the fundamental task of moral educating by setting good examples.

3. Ways to Exercise College Archival Work in Talent Training

Under the new situation, university archives should actively cooperate with relevant departments and make concerted efforts under the unified leadership of university party committee administration, so as to make archival work fully play its role in talent training of university from the following aspects.

3.1. To Build the Resource Environment

Building the cultural atmosphere of archives education. The archives of colleges and universities contain rich and colorful history and culture. The related department should give full play to this unique advantage, actively participate in the construction of the campus environment, let the archives "live" in every corner of the school, and endow every object, scene, grass and tree in the campus with fresh life. From the design of campus appearance, architectural, classroom, exhibition hall, journal, books, slogans, signs, and to the layout of a stone, a scene, a thing, all to reflect the school's humanistic spirit and development history. A elegant campus environment and cultural atmosphere encourage teachers and students to think quietly, study hard, enjoy the fun of exploring knowledge and aesthetic pleasure, and realize the effect of education by environment.

Establishing the cultural image of university archives. University archives is a unique landscape of campus, and its environmental atmosphere influences the quality of campus cultural construction to some extent. The exterior decoration and surrounding environment design of the archives should be coordinated and unified to fully reflect the cultural atmosphere and strive to display its cultural characteristics. The internal structure should be comfortable and reasonable, with elegant layout, matching with modern retrieval tools, and become a cultural place combining knowledge and leisure. The university archives should be rich in contents and distinctive in features, supported by modern research and design methods, create a strong cultural atmosphere, and show its unique charm to teachers, students and all sectors of society.

3.2. To Strengthen the Service Concept of Archival Education

Strengthening the sense of archival culture. The report of the 19th National Congress of CPC clearly pointed out: "to be firm in cultural confidence, promote the prosperity of socialist culture, and "improve the public service system, guarantee the basic livelihood of the people, and constantly meet the people's growing needs for a better life". This has further pointed out the way forward for the archival work to serve the overall work of party and state. The archives departments of colleges and universities should conscientiously implement its spirit, take serving teachers and students as the purpose, give full play to the educational function of archives to apply the achievements of archives to the educational practice.

Improving the archival education system. As a resource center integrating all kinds of information and knowledge of the school, the archives has the special advantage of gathering information of the whole school, so as to grasp situation of the school from the overall perspective. College archivists should make full use of this feature, establish the consciousness of archival education, and turn its potential advantages into practical value. Actively collect all kinds of valuable files, create file resources education classroom, undertake to the student school history education systematically, through the guidance of credit system to use school archives resources between teachers and students to participate in the activities of education, arrange for students to inspect or to participate in the activities of archives collection, etc., so as to let the students be naturally changed, promote the students' pride of their school and mission of make contributions to school's development.

Building professional archives working team. The talented person troop is the important factor that affects archives work. Colleges and universities can adopt the mechanism of combining internal training with external introduction to optimize the age, educational background, knowledge and skill structure of archivists, create a good growth environment for research-oriented, service-oriented and management-oriented talents, and cultivate a management team with innovative research and service capabilities. Improve the talent evaluation and incentive system, enhance the enthusiasm and initiative of archivists, make it become an important force in school talent training.

3.3. To Strengthen the Archives Resource Construction Management

Abundant collection is the foundation of campus culture construction. To strengthen the construction of collection resources, the archives should be positioned as a participant of school management, a supporter of discipline and talent cultivation process through the integration of the content of archives resources, the optimization of resource structure and the construction of characteristic resources.

To expand collection resources, firstly we must ensure the integrity and standardization of archives from the source. Secondly, we should pay attention to the deep value-added development, emphasize the joint construction of cross-industry and cross-school archives resources, strengthen the interaction with relevant departments, teachers and students, and jointly promote the sharing and utilization of archives information resources. Establishing the archives of famous teachers, collecting and preserving the relevant materials of the school's previous leaders, famous alumni and current famous experts and scholars in the school, building the characteristic collection can help enhance the school's cultural connotation and social influence.

3.4. To Establish the Students Growth Files

The growth archives of college students are objective records in various forms such as documents and pictures of both students' learning life and personal growth process, which objectively reflect the actual situation of students' learning ability and quality cultivation. Students' growth archives are both records of students' growth trajectory and the important support for their talent cultivation and social needs in the future. Through the growth profile, students' psychological changes and attitudes towards learning can be detected, so as to develop targeted training programs to help students make greater progress. Students' growth archives also provide reliable and real reference for relevant departments and institutions to select suitable talents, which can improve the efficiency and success rate of employment and reach the purpose of rational use of talents.

3.5. To Enhance the Archives Education Platform

Making full use of the archives containing rich meaning, making efforts to build a cultural education platform, and highlighting the school's profound historical accumulation, characteristics of ages and humanistic spirit, to promote the comprehensive development of teachers and students.

Using educational materials well. The archives of colleges and universities record the typical deeds and touching stories of teachers educating people. Archives can make full use of these valuable educational resources, concentrate the theme of archival culture and cultivate the cultural atmosphere of archival education. Use mass communication to expand the coverage of archival publicity and education, rely on a series of complete celebrity archives, vivid pictures and a large number of video, to show the growing process of excellent teachers and students' hard struggle, and to advocate the noble spirit and good character of advocating truth, beauty and loyalty to serve the country. Make full use of modern information technology means , regard archive website as a platform, integrate and "mine" archives information resources, to realize the digitization and utilization of archives network, and let the school's history tradition and cultural concept, values, and other ideology accepted by teachers and students. Cultivate students' scientific and rigorous academic exploration spirit and the critical spirit of seeking truth from facts, on the basis of excellent teachers and predecessors' research achievements, promote the students' progress and development.

Attaching importance to using alumni archives. The alumni archives of colleges and universities record many successful entrepreneurial stories of outstanding students, and people around them tell stories about things around them. These stories have strong persuasiveness, which can inspire students to set up correct life goals on the basis of maintaining a good state of mind and ignite their enthusiasm for study, work and life.

3.6. To Play the Educational Function of Archival Practice

It is an important task of higher education to train college students' innovation, entrepreneurship and practical ability. The archives should give full play to its own advantages and build a good platform for students to exercise their innovation and practical abilities.

Building a platform for archival practice education. On the one hand, through the organization of archive interpretation and exhibition, students can understand the content of archives, from which can get imperceptible influence and education. On the other hand, archives is a labor-intensive institution, especially in the process of archives collection, which requires a lot of manual labor. Through the channels of volunteer service in archives or work-study program, students are unconsciously influenced in the process of assisting and participating in archives management. Archival education platform expands the scope of work-study program, provides a self-education, self-management and continuous innovation platform for students, and improves the level of work-study program.

Carrying out scientific research and teaching practice. The archives have a large number of master monographs and academic articles, which enable college students to study and research and stimulate their interests in scientific research. Especially scientific research archives, from the subject investigation and demonstration of research preparation stage, opening report and study design, to the exploration of scientific research practice stage, observation and records, chart analysis and data processing; from the research report of the summary appraisal stage, project summary, paper book, to declaring the reward, spreading application scheme, reporting achievements, which record the research process and result of the teachers, their efforts and wisdom, and give students enlightenment and reference , leading them to learn successful experience, gradually become familiar with the law of scientific research, and improve their ability of scientific research and innovation efficiently.

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Xiao Yonghong (1970-), female, librarian of Wuhan Textile University. Research focus is on archives management and ideological and political education.

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