

Research on Innovation System Building for the Scientific Research Management in Colleges and Universities Under the New Circumstances

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Abstract—Scientific research management, as an important component of high school management, is an important factor influencing the development of colleges and universities. How to realize managerial innovation, formulate correct development planning, and increase the standard of scientific research are questions that all the scientific researchers of colleges and universities should pay close attention to. This paper mainly discusses the existing problems and analyzes the efficient approaches for the scientific research of colleges and universities.

Keywords—*scientific research; innovation; efficient approaches*

I. INTRODUCTION

In order to achieve the sound development of the objects to be managed, management should be conducted differently in terms of approach and degree. From this point, the importance of management is self-evident. As for the scientific research management, due to its particularity in the profoundness and complexity of its object, and the breadth and depth of the research, it is particularly arduous and important, compared with other managerial work. Therefore, it is of important significance for the development of colleges and universities to master the way of increasing the strength and managerial standard of colleges and universities in scientific research so as to promote the sustainable development therein.

II. PROBLEMS EXISTING IN THE SCIENTIFIC RESEARCH OF COLLEGES AND UNIVERSITIES

A. Unsound System for Scientific Research

Some colleges attached importance to only the output quantity of the scientific research but paid little attention to its practical application. As a result, some scientific research personnel were inclined to seek quick success and instant benefits, and such bad practices as academic fraud arose. There were more systems for reward than for punishment, so the scientific research personnel were not timely supervised to accomplish their tasks on time. At the same time, the cooperation between scientific research and teaching cannot be strengthened, ending up with both the aspects being totally separated from each other, under which circumstance,

some teachers only preferred placing more emphasis on teaching while gradually neglecting the scientific research.

B. Low Transformation Ratio of Scientific Research Achievement

Firstly, for multiple reasons, a lot of colleges and universities were not able to hire a highly competent chief scientist or academic leader, leading to the severe shortage of originality in scientific research achievements. Secondly, since many scientific research personnel focus too much on their professional title promotion, they often rewrote the same content repeatedly. Their research output was large in quantity but poor in quality. As a result, the transformation ratio of scientific research achievement was low.

C. Incomplete Standard for Selecting Scientific Research Personnel

The purpose of cultivating and selecting scientific research personnel is that we need to combine them rationally according to the needs of work, so that they can work on the posts the most suitable for them. The main content of organizing and managing scientific research personnel is assessing their professional skill and work performance, giving awards and punishments according to such assessment, and making decision to either employ or dismiss them, etc. All the work above cannot be simply regarded as a human resource management problem, because they are also closely connected to the scientific research business. Nowadays, the standards of many colleges and universities for selecting scientific research personnel are still very much incomplete; as a result, the personnel selected are not perfect fits for their posts.

III. THE SIGNIFICANCE OF INNOVATING SCIENTIFIC RESEARCH MANAGEMENT IN COLLEGES AND UNIVERSITIES

Innovation of scientific research management is an inevitable demand for accelerating the overall development of scientific research management in colleges and universities, as well as a necessary means for the development of scientific research. We need to explore new working methods, seek new points of breakthrough, and, according to the school's characteristics, adjust the scientific research system to adapt to the development of the school, and to the trend of science and technology development. We

should accomplish the development step by step, neither rush into big decisions, nor take subversive action at will. We should assist and guide the work of scientific research personnel, and seek the most scientific method. In this way, we can apply more scientific research achievements into production to avoid waste, and simultaneously intensify the innovation of knowledge.

IV. THE STRENGTHENING METHOD FOR SCIENTIFIC RESEARCH MANAGEMENT IN COLLEGES AND UNIVERSITIES

A. *Transforming Managerial Idea, and Formulating Proactive Policies for Scientific Research Management*

It is necessary for colleges and universities to formulate proactive and forward-looking managerial policies, take the initiative to understand the working condition of scientific research personnel, regularly check the progress of scientific research projects, be aware of the whole process of research, and supervise them to complete the scientific research task on time, so that they can increase the standard of and make innovative achievement in the scientific research. At the same time, they should keep up with the trends of science and technology, and expand the channels for scientific research project acquisition, so as to better serve the scientific research personnel.

B. *Improving the Quality of Scientific Research Management Personnel*

Scientific research management ought to be carried out jointly by scientific research management personnel and scientific research personnel. Thanks to its scientific nature and complexity in content, scientific research management has high demands for the capacity of management personnel in aspects such as scientific literacy, organization, and coordination. Appropriately mastering the content and progress of the research by scientific research personnel is of decisive significance for the effect of the managerial work. In the meantime, scientific research management personnel should also be familiar with the country's policies on science and technology, so that they can apply and embody these factors in their work.

C. *Comprehensively Pressing Ahead with Modernized Managerial Methods*

Since the traditional management methods cannot meet the needs of scientific research management in colleges and universities at present, they should bring in new management equipment, utilize modernized management methods, increase the management quality and enhance the service awareness. In this way, scientific research management can be more standardized, modernized, and accurate, thus facilitating service for more scientific research personnel.

D. *Colleges and Universities Should Attach More Importance to Scientific Research Management*

As an important part of its management, scientific research management not only contributes much to the long-term development of colleges and universities, but is also

conducive to and essential for increasing the teaching standard thereof. So, colleges and universities should attach more importance to scientific research management, improve the hardware conditions, make more investments, while also increasing the investment efficiency, strengthening the managerial function and post construction, fostering their respective unique characteristics, creating more advantages, and paying attention to building an academic atmosphere.

As a special an important factor of scientific and technological study, scientific research management is involved in all aspects of scientific research activity, and seen throughout every scientific research. Focusing on macro management, scientific research management should selectively and appropriately engage in research projects with great significance, as well as in the decision-making, organization, and implementation of other key issues. More efforts should be spent to straighten the situation rather than to exert control, and to manage only the business within the scope of the units' duties. Only in this way can the development of scientific research be promoted, otherwise, things will inevitably deviate from the expected outcome if actions were taken based on subjective desire alone or on the tendency to command.

V. CONCLUSION

As an important link of scientific research activities, scientific research management has a significant influence on improving scientific research level of universities. Scientific research staff should adapt themselves to the development need of the era and adopt modern management methods to make due contribution for speeding up scientific research development of universities.

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