

# Analysis of the Problems and Countermeasures in the Practice of Encouraging Innovative Talents to Join the CPC in Colleges and Universities

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**Abstract**—Competition in the 21st century is ultimately a competition for talent. As the cradle of talents and the gathering place of innovative talents, colleges and universities undertake a mission of historic significance. In order to realize the leapfrog development of colleges and universities, maintain the advanced nature of the party and promote the great rejuvenation of the Chinese nation, the practice of encouraging innovative talents to join CPC (Communist Party of China) in colleges and universities is a subject of great realistic and theoretical research value. On the basis of investigation, this paper objectively analyzes the problems existing in the practice of encouraging innovative talents to join CPC in colleges and universities, and then puts forward targeted solutions, and innovates the strategies and approaches for the mission, so as to promote breakthrough development of party construction in colleges and universities.

**Keywords**—*innovative talents; party member development; problem analysis; countermeasures*

## I. INTRODUCTION

At the National Talent Work Conference, President Xi Jinping made it clear that it's a must to unify thinking, enhance understanding, focus on the strategic goal of building a country with strong human resources, guarantee the practical implementation of various measures; In addition, it's necessary to adhere to and improve the principle of the party's management of personnel, improve the way the party manages personnel, and truly liberate, develop, and utilize talented people. "As the core strength and key element of national scientific and technological innovation, institutional innovation, cultural innovation and cultivation of high-quality professional talents, innovative talents in colleges and universities are strategic resources for implementing the national innovation-driven strategy and building an innovation-oriented country" [1]. Therefore, the practice of encouraging innovative talents to join CPC in colleges and universities is the key link of party building and national development in colleges and universities. It is of great theoretical and practical significance to deeply analyze the difficulties and problems faced by the practice of encouraging innovative talents to join CPC in colleges and universities, objectively explore the reasons behind the

problems, and creatively explore new ways of innovative talents and party construction in colleges and universities.

## II. ANALYSIS OF THE PROBLEMS AND CAUSES IN THE PRACTICE OF ENCOURAGING INNOVATIVE TALENTS TO JOIN CPC IN COLLEGES AND UNIVERSITIES

With the deepening of the "strengthening the country through talents" strategy and higher education reform, colleges and universities have attached great importance to the practice of encouraging innovative talents to join CPC. The party construction of innovative talents in colleges and universities has also been improved and developed to a certain extent. However, in view of the leapfrog development goal of universities and the strategic need of the overall national development, the practice of encouraging innovative talents to join CPC in universities is still relatively backward, and there are many problems, mainly reflected in the low proportion of innovative talents in party members and low enthusiasm for joining the party. The causes of these problems are various, in general, can be summarized as subjective and objective reasons.

### A. Internal Subjective Reasons for Innovative Talents

The individual factor of innovative talents is the subjective reason that causes the backward development of the practice of encouraging innovative talents to join CPC.

On the one hand, innovative talents in colleges and universities lack political learning, have misunderstandings about the party, and are not enthusiastic about joining the party. "Modern universities mainly undertake two basic functions: teaching and scientific research. Among them, teaching is the basis while scientific research is the foundation, which requires every college teacher to combine discipline construction with curriculum construction, promote high-quality teaching with high-level scientific research, and achieve benign interaction between teaching and scientific research." [2] Innovative talents in colleges and universities are usually the key staff of the unit, bearing heavy teaching and scientific research pressure. They live a busy life and have great work pressure. Their own work has kept them busy, and they have no time and energy to

participate in political learning. They lack a deep understanding of the CPC, cannot find a sense of recognition and belonging, and cannot realize the importance of joining the CPC for their own development and social development. Some are even blinded by the one-sided impression of party members' corruption, so it is difficult to have strong enthusiasm for joining the party. These performances are all due to the lack of political learning and political awareness of innovative talents in colleges and universities.

On the other hand, creative talents advocate freedom and pursue individuality, which makes them more diversified when facing political choices. In particular, under the influence of western ideological trends, creative talents returning from overseas pursue individual development and freedom, fail to deal with the relationship between individualism and collectivism, and fail to combine individual development with the party's ideal of realizing people's happiness. They feel that joining the CPC is a kind of constraint, so they will focus more on the improvement of personal business ability and the development of personal interests, but lack of political pursuit to join the party. In addition, creative talents do not consider joining the CPC as their only political option, but prefer to join various democratic parties with large expenses and novel activities. What's more, the pressure of busy work makes creative talents busy with scientific research and business promotion, while neglecting the political pursuit of joining the CPC.

#### *B. External Objective Reasons*

According to Marxist dialectical materialism, the contradiction of things is caused by subjective and objective reasons. Objective analysis of the objective and external reasons for the backward cultivation and development of innovative talents in colleges and universities shows that the reasons can be summarized in the following aspects:

First, some grassroots party organizations in colleges and universities do not pay enough attention to the practice of encouraging innovative talents to join CPC, and their attitude is passive and indifferent. "Many grassroots party organizations have not raised the work of recruiting innovative talents from universities to a strategic height, which is related to the reform of higher education and the development of a strong country through human resources. They do not have enough awareness of the importance and urgency of the work, and adopt a passive and indifferent attitude of "waiting for visitors" when carrying out the work. They are also not enthusiastic about innovative people who "volunteer" to submit applications for party membership. They are demanding and shut them out because of minor details." [3] They turn a blind eye to the creative talents who have no intention to join the party and ignore the propaganda and dissemination of the theoretical knowledge of the party and the purpose and spirit of the party. Some party branch secretaries are too busy with their own research and teaching to go deep into the masses, and fail to understand the needs and thoughts of innovative talents. The basic-level party organizations did not give full play to the battle fortress and demonstration leading role in the recruitment and development of party members, resulting in a great blow to

the enthusiasm of innovative talents in joining the party, and a lack of pertinency and effectiveness in the practice of encouraging innovative talents to join CPC in universities.

Second, some grass-roots party organizations in colleges and universities treat innovative talents and party member training in a rigid way, the party member development process is tedious, and the content of political education is boring. Some grassroots party organizations in colleges and universities have conservative ideas, outdated working methods, lack of innovative spirit and flexible thinking, and are unable to carry out targeted work according to the specific nature and ideological characteristics of the special group of innovative talents. Their training of creative talents and party members is as simple and crude as that of ordinary students. All these have greatly reduced the enthusiasm of innovative talents to join the CPC and caused serious interference to the party construction of innovative talents in universities.

Third, creative people with diverse political options see CPC less attractive. Creative talents have diversified political choices, and the emergence of corruption within the party and the utilitarian motives of some people to join the party have seriously affected the good image of the CPC, reducing its prestige and appeal. In addition, the CPC advocates the collectivism and dedication spirit of "serving the people", and requires party members and comrades to make contributions to the collective and others, thus neglecting individual needs and development. In addition, the party members' words and deeds are subject to strict regulations, which bring great trouble to innovative talents. At the same time, the democratic parties have increased the absorption of innovative talents. Joining the Democratic Party provides many advantages for innovative talents to gain scientific research and learning opportunities and to accumulate contacts. All these factors lead to more diversified political choices for innovative talents, while the proportion of innovative talents joining the CPC is not high.

### III. THE INNOVATIVE STRATEGY OF STRENGTHENING THE PRACTICE OF ENCOURAGING INNOVATIVE TALENTS TO JOIN CPC IN COLLEGES AND UNIVERSITIES

The practice of encouraging innovative talents to join CPC in colleges and universities is the intrinsic requirement to promote the breakthrough development of the party construction in colleges and universities, the inevitable choice to promote the reform of higher education in the new era, and the objective need to realize the strategic goal of strengthening the country with talents. In view of above-mentioned comprehensive analysis of the current situation, problems, subjective and objective reasons for the cultivation and development of innovative talents in colleges and universities, the author thinks that colleges and universities should attach importance to attitude, innovate in method, perfect in system, and make joint efforts to explore new ways and strategies for training innovative talents and party members in practice.

### *A. Changing Work Attitude from Passive to Proactive Attitudes*

The staff of primary party organizations in colleges and universities should attach great importance to the significance and importance of cultivating innovative talents and party members and take the initiative to carry out their work. First of all, encourage and care comrades who have intention to join the party and have submitted applications to join the party, take the initiative to arrange highly respected contacts for them to join the party, so that they can feel the warmth of the party organization, find a sense of belonging, so as to strengthen their determination to join the party; Primary-level party organizations should take the initiative to publicize and guide comrades who are indifferent to politics and have little enthusiasm for joining the party, by means of the new rich forms, promote the party's course, outstanding party member's advanced moving story, use the basic principles of Marxism to solve and answer difficulties creative talents encountered in life, work and thought, carry forward the party's spirit on a large scale and in various forms, give full play to the charisma and appeal of grassroots party organizations, so as to stimulate the enthusiasm and willingness of innovative talents to draw closer to party organizations; Primary party organizations should focus on cultivating innovative talents who have made outstanding contributions and received special commendations. They should not wait passively, but take the initiative to carry out propaganda, coaxing, attract outstanding and outstanding innovative talents to join the party organization through political guidance, care in life, support in work and other efforts, so as to expand the party organization's talent team. Second, party organizations at the grass-roots level to strengthen the construction of a service-oriented party organization, change their attitude, set up and show strong service consciousness, set up the service platform, optimize service team, build a service evaluation system, take the initiative to go deep into the grassroots, understand the ideas of innovative talents and solve their problems, and optimize the impression of the CPC in the minds of innovative talents through practical actions and services, so as to win their recognition.

### *B. The Innovation of Working Methods from Conservative and Rigid Working Method to Flexible and Principled Working Methods*

First of all, in view of the heavy task of teaching and scientific research for innovative talents and their lack of spare time, grassroots party organizations can hold special classes for innovative talents in colleges and universities. On the basis of strict selection of participants, the tedious procedures for party membership should be simplified to minimize unnecessary and formal procedures for party membership. The assessment of party members should be combined with the professional characteristics and contributions of innovative talents to carry out comprehensive appraisal, and try to avoid the practice of focusing on one's shortcomings and mistakes and then rejecting them completely. Secondly, enrich the content and form of political education for creative talents. It's necessary to reduce the traditional didactic approach to learning, set up

a "Training Course for Innovative Party Members", combine the learning and fun of politics through "Quality Development", "Senior Teacher Forum", "Party Building Academic Salon", "Field Visit" and other novel activities, achieve the political education of innovative talents imperceptibly, and improve their interest in joining the party and political learning. It's also needed to emancipate minds, innovate the establishment of primary-level party organizations, and deepen the construction of learning-oriented party branches. "Efforts should be made to enable grassroots party organizations to have and display strong creativity and combat effectiveness in the university functions such as personnel training, scientific research, social service, cultural inheritance and innovation, and to become a strong core to promote the central work of the unit, so as to enhance the new attraction and cohesion of grassroots party organizations for innovative talents". [4] Party branches shall be set up in discipline groups, major research groups or laboratories, and shall be differentiated according to the intensity of the intention to join the party, so as to carry out work with emphasis and pertinence.

### *C. Improving the Work System, the Training of Innovative Talents and Party Members in Universities, and Implementing the Responsibility System for Cultivating Innovative Talents and Party Members*

On the one hand, the system of one-to-one political mentors for innovative talents should be implemented. On the basis of in-depth investigation and understanding of the innovative talents of the unit, the party member development information database for innovative talents shall be established by category according to the discipline group, major research group or laboratory. In combination with the professional characteristics and gender and age structure of the existing party members in the primary party organizations, the optimization of pairing between the existing party members and innovative talents should be implemented, and the initiative should be provided with political mentors for innovative talents. Political mentors should track, record and report to their superiors all kinds of information about the admission process of innovative talents, including the party program, ideology, working and living conditions, follow up the progress of the cultivation and development of innovative talents in real time, be eager to solve the difficulties and doubts encountered by innovative talents in the process of recruiting party members, and combine political guidance with concern for life and work until innovative talents successfully join the party organization. On the other hand, colleges and universities should improve the corresponding work evaluation mechanism, and take the proportion of innovative talents who develop into party members as an important indicator to evaluate the party construction work of grassroots party organizations. Under the constraints and incentives of this evaluation mechanism, primary-level party organizations should formulate the objectives and plans of encouraging innovative talents to join the party in a planned and targeted way, with clear responsibilities, regular inspections and clear punishments. The improvement of the system will play a

substantial role in encouraging innovative talents to become party members.

#### IV. CONCLUSION

It is of great significance to encourage innovative talents in colleges and universities to join the party, and the task is arduous and difficult. All grassroots party organizations in colleges and universities should fully recognize its urgency and importance, correctly recognize its complexity and difficulty, carefully analyze its existing problems, and actively explore new ways for its development. As long as there is a positive attitude, innovative ways, perfect system and practical action, the cultivation and development of innovative talents in colleges and universities in the new period will surely overcome the difficulties and seize the opportunities, promote the party building and breakthroughs in education reform in colleges and universities, and provide talent support and organizational guarantee for the realization of the strategy of strengthening the country through human resources and the great rejuvenation of the Chinese nation.

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